

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

JANUARY, 1968



Teamster Membership Hits Record High . . . see page 4



LABOR'S PLACE IN HISTORY

FOR MORE than a couple of hundred years, American wage earners have labored for the dollar. Through wars, the swing of depression and prosperity, and through technological changes—this has been the case.

Even though the dollar has devalued slowly through the years, working people in the United States have never lost faith in it.

But now comes France with an attack on the dollar, hoping to force the U.S. to devalue the dollar by 50 per cent. Working people naturally wonder what this is all about, and how it will affect them.

The dollar, internationally, is considered as good as gold. It is used by nations to settle debts. In other words, the dollar is the great so-called reserve currency supporting the modern monetary system of the world.

The price of gold has been frozen at \$35 an ounce since 1934 when the U.S. last devalued it. The whole world's holdings of monetary gold come to only \$42 billion. Of this total, the U.S. has about \$12.5 billion, down from the more than \$22 billion held by this country in 1950.

If the U.S. devalued its gold by 50 per cent—which France seeks to force us to do—it would mean that the gold value of the dollar would be 1/70th of an ounce instead of 1/35th. This would benefit France which had gold reserves of \$750 million in 1958 but now has more than \$5.2 billion.

A 50-per cent devaluation of gold by the U.S. would force similar devaluations of their currencies by other nations within minutes to maintain a trade equilibrium. Thus while the currency values would remain the same, the only immediate price change would be that of gold—meaning that the gold hoards of metal-owning nations would double in value.

The reason the dollar is under attack is that the U.S. has spent so many billions of dollars abroad in recent years. As a result, foreign governments and banks have enormous dollar claims against our gold reserves. As of now, foreign creditors have \$28 billion in dollar claims for which they could legally demand gold on return from the U.S. as promised.

This is not to say that the U.S. is bankrupt. The reason foreign creditors are willing to hold dollars is that they can get interest on their money, something they can't get on gold.

"Faith" is the key word internationally in terms of the dollar's soundness. Also, most nations realize that any devaluation of the dollar would bring their economic activity to a standstill. So they are willing to hold their claims rather than demand U.S. gold reserves—with the exception of France.

The U.S. has a lot of maneuvers available to it to shore up the strength of the dollar, including such moves at home as slashes in government spending and increases in federal income taxes.

These and similar maneuvers would help maintain the U.S. competitive position in world trade markets. High and even higher interest rates, the economists say, would keep funds from flowing out of the U.S. to other financial centers in search of richer interest returns.

Stronger restrictions on U.S. investments abroad, tax incentives on exports, and a damper on U.S. tourist spending abroad also would make a difference.

Whatever happens to the dollar, the net result is that the relationships between currencies would remain the same. While a world trade depression might occur, the dollar in the U.S. would still have the same value for each citizen—whatever that value might be.

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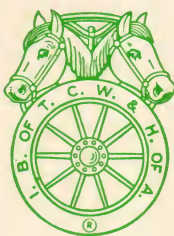
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**What You Can Do
To Save Lives
At Accident Scene**



The International Teamster has an average monthly circulation of 1,506,608 and an estimated readership of 3,800,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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From The



FIELD

Teamster Pioneer Dies in Oakland

Frank J. Church, a long-time unionist who joined the Teamster Union in 1909 and was active until his retirement in 1957, died in Oakland, Calif., recently.

Church served several terms as president of Teamster Local 70. He was a business agent for more than 35 years.

Minnesota Officer Heads Association

Robert Richardson, recording secretary of Teamster Local 874 in Rochester, Minn., recently was named chairman of the Minnesota Heavy Highway For-Pac, an association of 50 unions in southern Minnesota. The purpose of the organization is to promote solutions of common problems through legislative action.

'Let Dani Live' Fund Inaugurated in Seattle

A special fund called "Let Dani Live" for 2-year-old Danielle Brown, a congenital victim of a little-known disease called cystinosis, has been started by a friend of the girl's parents, Mr. and Mrs. Don Brown of Seattle.

Brown is a member of Teamster Local 741 in Seattle and works as a pick-up driver for Los Angeles-Seattle Motor Express.

Cystinosis is a rare disease sometimes mistaken for diabetes. It stunts the growth and finally affects vital organs such as the eyes, liver, and kidneys. There is no known cure—hence the funds for research—and a child isn't expected to live much more than 10 years. Brown's daughter is hospitalized.

The Washington Teamster, official publication of Teamster Joint Council 28, said persons desiring to contribute to the "Let Dani Live Fund" should send them to: c/o Don Brown, 8242 - 15th Ave., N.E., Seattle, Wash. 98115. The Pacific National Bank is handling the fund.

Retired Teamster Official Dies

Dan Milonich, a long-time Teamster official who retired as secretary-treasurer of Teamster Local 165 in Sacramento nearly 3 years ago, died suddenly on November 19th.

His death preceded his 63rd birthday by 4 days.

Don Peters Named To State Panel

Don Peters, president of Teamster Local 743 in Chicago, Ill., recently was appointed by Gov. Otto Kerner to serve as a member of the State of Illinois Commission on Technological Progress.

The appointment was for a term extending to July 1, 1969. The commission studies problems related to automation and its impact on employment.

California Local Dedicates New Hall

Teamster Local 315 of Martinez, Calif., recently dedicated its new \$250,000 headquarters with honored guests, including International Vice President Joseph Diviny of San Francisco, in attendance.

The new headquarters, in addition to various business offices, conference, and meeting rooms, also has an auditorium capable of seating 600 at a banquet. Office space also has been rented to several other labor organizations.

Local 315 has about 4,300 members. Dick Simons is the secretary-treasurer and John Foster is the president.

Boston Teamsters Take Horseshoe Title

Tom Henderson and Tony Campbell, members of Teamster Local 25, hold a rare claim as the outstanding horseshoe players in the local union.

Henderson and Campbell—the latter known as "rubber arm"—won a horseshoe championship near Skowhegan, Me., last summer and are looking forward to defending their Belgrade Lakes regional crown in 1968.

Joint Council Sponsors Leadership Training

Teamster Joint Council 44 in Toledo, Ohio, has been conducting a Leadership Training Program covering collective bargaining and related subjects.

Guest speakers lecture on such subjects as the role of labor in the community, grievance procedure, the National Labor Relations Board, labor's stake in political action, civil liberties and civil rights, and management's role in collective bargaining.

Message of the General Vice President



Unrest and Responsibility

OUT OF THE general unrest which has swept the country in recent years has come a trend in labor which was recently outlined by William E. Simkin, director of the Federal Mediation and Conciliation Service.

That trend—among cases handled by the FMCS—has been toward rejection by rank-and-file of contracts which had been tentatively agreed to by union and company negotiators. Simkin cited some 1,900 such cases.

As we enter the New Year, it might be well to look at this problem and determine where the responsibility lies.

We in the Teamsters believe the rank-and-file should have final say-so on terms of a contract in the spirit of union democracy. We also believe that such final say-so should be an intelligent decision made after the terms of a contract have been fully explained.

We do not believe the welfare of the membership is served if a rejection is based on outside agitation or rumor, by a 'sea-lawyer' who suggests that new contract language means something other than what it says.

It is an easy thing for an outside interest or a dissident faction to stir up strike sentiment or engineer a walkout.

However, stark reality is that once outsiders have influenced rejection of an equitable offer, members must turn to their union to negotiate a settlement and a return to work.

While it is easy to ask of your union: "What have you done for me lately," it is more intelligent to ask: "Did an outside agitator or dissident group *ever* do anything for me?"

Outsiders do not pay strike benefits. They do not suffer the hardships of loss of pay. Once the picket line is established, they become phantoms who cannot be found and could do nothing to help the situation if they could be found.

In the final analysis, the responsibility lies with the members and their union leaders.

First, negotiators have the responsibility of seeking the best possible settlement based upon economic factors involved.

Secondly, it is the responsibility of union leaders to establish communications so the terms of the proposal are fully explained to the membership.

Next, the responsibility lies with the members themselves to make an intelligent decision on acceptance or rejection based upon the facts.

Along with the right to vote goes the responsibility to vote intelligently.

One of the reasons advanced for contract rejection by Simkin is simply that members want more money to put them equal with other workers in their communities or in allied industries. This is understandable. We are proud that this kind of parity has been achieved by Teamsters in the National Master Freight Agreement and other national contracts patterned after that contract.

Outside agitation and influence of a dissident faction are other reasons advanced for contract rejection. Often times there is rebellion against union leadership. And, the Landrum-Griffin Act has undoubtedly encouraged irresponsible attack against unions generally.

However, regardless of reasons and influences involved, union leadership and the rank-and-file cannot escape their responsibilities.

If this responsibility is accepted, good contracts will become the order of the day, unnecessary strikes and their attendant hardships will be avoided, and the nation's welfare will be well served by collective bargaining.

The Teamsters will continue to follow this course, with the understanding that we will back the membership to the hilt in legitimate contract disputes.

A handwritten signature in dark ink, appearing to read "Frank J. Stinson".

STATE OF THE UNION

IBT Membership Hits All-Time High

Reports from the office of General Secretary-Treasurer John F. English show that membership in the International Brotherhood of Teamsters for November, 1967—peak membership

month—hit 1,875,903. It represented a gain of 97,813 over the membership figure for November, 1966.

Announcement of the membership figures was made by Teamster General

Vice President Frank E. Fitzsimmons who declared that the continual attractiveness of the Teamsters to the unorganized workers of the nation proves not only the need for but the vindication of an organization whose public image has been fabricated by the public press.

"The increase over the last year of 97,813 is larger than the total membership of many International Unions," Fitzsimmons declared. "Our organizers in the field have never lost sight of the obligation of organized labor to make the benefits of union membership available to all American workers.

"Additionally, the quality of the contracts under which our members work and the manner in which those contracts are policed are testimony to unorganized workers looking for a union that the Teamsters do the job."

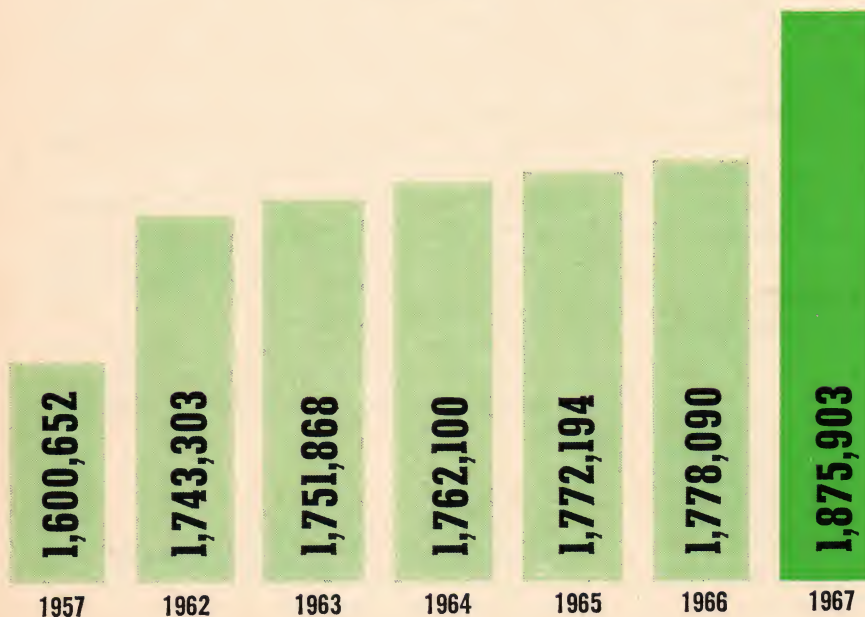
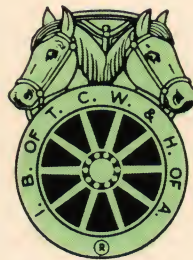
Constant Growth

A breakdown of Fitzsimmons' report showed:

Per capita payments to the International Union by the Central Conference of Teamsters increased during 1967 a total of 7.09 per cent; the Eastern Conference increased 1.62 per cent; the Southern Conference, 9.01 per cent; and per capita from the Western Conference remained approximately constant with its 1966 payments.

The story of membership growth of the International Brotherhood of Teamsters has been constant over the

The TEAMSTER Membership Story



past 10 years. In 1957, November per capita payments totaled 1,600,652. In 1962, membership had increased to 1,743,303.

In the following years, the following membership figures evolved from organizing efforts in the field:

1963—1,751,868.

1964—1,762,100.

1965—1,772,194.

1966—1,778,090.

1967—1,875,903.

The 10-year growth in Teamster membership has been over a quarter of a million members.

Fitzsimmons pointed out that the figures themselves do not tell the entire story:

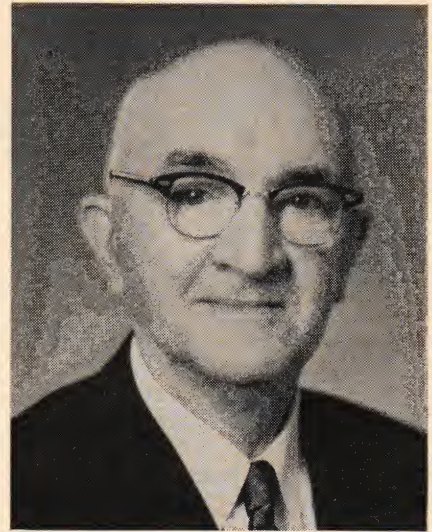
"While we continue to set new

records for membership each year, we cannot escape the fact that automation and technological advances are taking away membership.

"The manner in which our organizers are successfully telling the Teamster story to organized workers is revealed by the fact that it is necessary to organize at almost a 10-to-1 ratio just to keep even as jobs fall victim to machine and technological innovations," Fitzsimmons said.

"Also, our organizers in many states work under the handicap of so-called 'Right-to-Work' laws and, yes, restrictive federal legislation which hinders the right of a worker to make his choice of a union and bargain collectively with his employer."

Membership High



Teamster General Secretary-Treasurer John F. English, who has been in the Teamster movement for more than half-a-century, has watched the Teamsters grow from its early beginnings to its present all-time high in membership of 1,875,903. His office announced the peak membership, which was reached in November, 1967.

In Los Angeles

Fitzsimmons Ties Union Future To Effective Political Action

Teamster General Vice President Frank E. Fitzsimmons, speaking last month to a meeting of Joint Council 42 in Los Angeles, tied the future state of the union to effective political action by organized labor.

Fitzsimmons declared:

"The time has come for all of us and all of our members to get interested in political activities."

The Teamster General Vice President made it clear that he is displeased with several things occurring on the political scene. He expressed displeasure with government dealings with some problems involving labor and the nation's underprivileged.

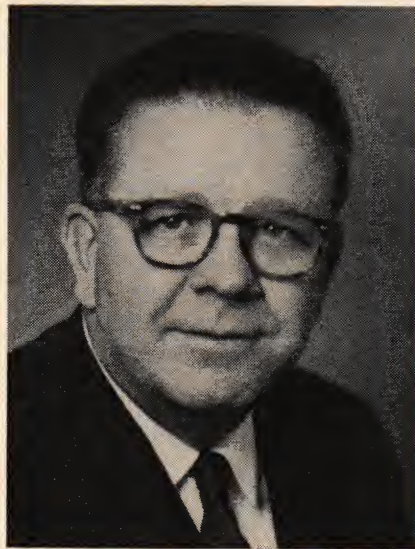
"Today, in Washington, strange things are happening in respect to civil rights, poverty, and low-cost housing.

"Our officials are making allocations of huge sums of money more with the intent of appeasing certain groups than doing something constructive," Fitzsimmons said.

"More often than not, the money is being doled out to gain favors than to serve a proper purpose.

"The government should be more watchful and see that money is allocated for and actually spent on worthwhile projects."

Declaring that labor has a genuine interest and obligation to see that money is properly spent, Fitzsimmons



FRANK FITZSIMMONS

"... strange things are happening in Washington, D.C."

challenged all in organized labor to:

"Get yourselves properly represented on city, state and federal levels. Make it known that labor has the right to live and prosper as do other segments of our society. Intensify your efforts and act on every political front to see that we are properly represented," he said.

Turning to Teamster union affairs, Fitzsimmons told Joint Council 42

delegates that constitutional procedures and established lines of communications will prevail in handling union affairs throughout his administration.

He asserted:

"You must take your problems first to your local union, joint council and area conference, and then to the International Union. There will be no short-cutting. Even in cases of emergency, you must go through your joint council, and the general executive board will be guided by the advice of the local unions and joint councils."

The Teamster General Vice President declared that it is his hope that Jimmy Hoffa will be back heading the International Union before 1971. While disavowing any desire to build a political image for himself, Fitzsimmons said:

"While I am charged with the responsibility of the duties of the General President, I intend to run the International Union with, of course, the counsel and assistance of the General Executive Board."

Fitzsimmons said his appearance before the delegates of Joint Council 42 was in line with his intentions to make appearances before as many joint councils throughout the country as time and the complexity of his schedule will permit.

Seeking Justice

IBT Donates \$25,000 to Striking Copper Workers

The International Brotherhood of Teamsters has thrown \$25,000 into the fight of approximately 60,000 American workers on strike against the American copper industry for an equitable settlement in a contract dispute which began July 15th.

There are 60,000 workers involved on 64 properties of 11 companies in 23 states.

The industry has made one offer, and one offer only, and has taken an adamant stand which mocks the collective bargaining process.

With its vast accumulation of capital invested in foreign copper production facilities, the industry has stiffened its bargaining position while still making huge profits selling imported copper from its foreign facilities at a jacked-up price.

The callous disregard for the public interest as well as disregard for its own workers is underlined by the fact that by importing copper from its foreign facilities while domestic production is at a virtual standstill, the industry further compromises the nation's balance of payments position.

It is estimated that consumers of copper in this country have already paid in excess of a quarter of a billion

dollars more for imported copper.

The government is the major consumer of imported copper.

While technically the government was paying 38 cents per pound for domestic copper, the price for imported copper—purchased by the industry from foreign interests—is variously estimated to be between 60 and 65 cents per pound, plus the increase tacked on by the industry.

While this price gouging of the government and the American public goes on, the industry stands on its unconscionable and inflexible posture adopted at the first bargaining session.

Unions involved charge that the industry promoted the strike to exhaust surplus copper supplies in order to create an artificial crisis and bring government actions adverse to the interest of strikers; create a 'sellers market' which will permit substantial copper price increases when production is resumed; destroy the effectiveness of collective bargaining by insisting upon negotiations on a mine by mine, mill by mill, smelter by smelter, and union by union basis; and starve strikers into submission on the pretext of 'fighting inflation' and 'curbing union power.'

The unions have urged the Administration to renounce any intention to use Taft-Hartley injunctions or the government's copper stockpile in this strike.

Also, they urge a special fact-finding commission which would publicize nationally the position of a greedy industry and force it to make a collective bargaining settlement with the unions involved.

1100 Workers Vote for Teamsters

Approximately 1,100 production and maintenance workers at H. J. Heinz Ore-Ida plant in Ontario, Oregon, have voted for representation by Teamster Local 670.

The victory by Teamster Local 670 is especially significant as it brings a large group of previously unorganized food processing workers into the union, thus further solidifying Teamster bargaining strength in this industry on the West Coast.

The election was conducted by the National Labor Relations Board.

Local 670 has been bargaining for some 60 truck drivers engaged in hauling potatoes processed at the Ore-Ida plant, one of the largest of its kind in the country, to distribution points in various parts of the nation.

Peter A. Andrade, chairman of the Western Cannery and Food Processing Division, had this to say about the election victory:

"Many persons worked hard over a long period of time to establish the firm foundation which resulted in these plant workers choosing Teamster representation. The victory shows what can be done, even in areas where sentiment isn't too strong for unions.

"It marks the start of a determined effort by Teamster unions to solidify our position as representative of the thousands of people employed in food processing plants in the vast region stretching from Pocatello, Burley, Caldwell into Eastern Oregon and the Columbia River basin," Andrade said.

Cliff Reed, Local 670 business representative, led the early organizing effort in Ontario, and in the late stages of the campaign had the assistance of Teamster officials from Joint Council 37, the Western Conference, and various local unions.

Fitzsimmons Says: 'We Subscribe to the Fight'

Commenting on the efforts of the copper companies to bring their employees to their knees, Teamster General Vice President Frank E. Fitzsimmons declared:

"Emerging in this country in the area of labor-management relations is a policy on the part of giant corporations to fly in the face of the law of the land which requires them to bargain in good faith with their employees.

"Backed by the accumulation of untold wealth, these industrial giants have taken the attitude that the worker is only a pawn to be moved at will by management with no say-so as to his wages, hours and working conditions.

"While certain parties seem ready and willing to move against unions at every turn, they seem less than willing to insist that giant corporations comply with the law of the land.

"We in the International Brotherhood of Teamsters subscribe to the fight necessary to beat back this blatant attempt by copper industrialists to establish jungle rules in its dealings with its workers."

In Washington

CCT Policy Committee Looks to Future Programs



Policy committee members of the Central Conference of Teamsters review an expanded program of organizing and bargaining for the 12-state area during recent meeting in Washington, D.C. From left to right, William Presser, Cleveland; Ray Schoessling, Chicago; General Vice President and Acting Conference Director Frank E. Fitzsimmons, Washington, D.C.; Harold J. Gibbons, St. Louis; Robert Holmes, Detroit; and Roy Williams, Kansas City, Mo.

The policy committee of the Central Conference of Teamsters, met last month in Washington, D.C., to implement recommendations of delegates to the 12th meeting of the Conference held earlier in Detroit.

The purpose of the meeting, according to Teamster General Vice President Frank E. Fitzsimmons, was to adopt a program to strengthen Teamster activities in the 12-state area.

Fitzsimmons is acting chairman of the Central States Conference.

Broader Objectives

Other policy committee members in attendance at the Washington, D.C., meeting were:

Harold J. Gibbons, of St. Louis, acting director of the Conference, Robert Holmes, of Detroit; Ray Schoessling, of Chicago; William Presser, of Cleveland; and Roy Williams, of Kansas City, Mo. All except Williams are International Union vice presidents. Williams is International Union trustee.

Fitzsimmons declared that broader objectives of the Conference will include intensive organizing campaigns in the special commodity trucking field and in the food processing and

cannery field.

He also said the policy committee cleared the way for moving toward multi-employer, multi-state collective bargaining agreements in the whole-sale bakery industry, and toward coordinated bargaining by Teamsters local unions with all major oil companies coordinated through the area Conference.

The policy committee approved the appointment of full-time coordinators in a number of trade divisions, including bakery, cannery, construction, dairy and warehousing, and expansion of the Central Conference research office.

Grievance Machinery

Also, the governing body of the CCT cleared the way for completion of tank truck organizing in the upper Midwest; a study of the 'racking' situation involving retail drivers in supermarkets and stores; the strengthening of grievance machinery in area-wide or company-wide contracts in the dairy industry; research on industrial plant organizing targets; expansion of the area-agreement program in grocery warehousing; and development of area agreements among national laundry firms.

Agreement Negotiated at Winn-Dixie

John Greeley, director of the Teamsters Union National Warehouse Division, announced that the first agreement with Winn-Dixie Inc., food chain was signed recently by Teamster Local 270 in New Orleans, La.

The agreement—considered a real breakthrough because Winn-Dixie has resisted unionization for years—covers 45 warehousemen at Winn-Dixie's operation in New Orleans.

Besides a substantial pay increase, the contract also provided for the Central States Health and Welfare and Pension programs.

The organizing campaign was under the direction of General Organizer Charles D. Winters, assisted by Mitchel Ledet, Local 270 business representative.

● Beverage Win

A majority of the 81 employees of Shasta Beverages, La Miranda, Calif., recently voted for representation by Teamsters Local 952. The voters included production, maintenance and delivery personnel.

Car Haul Talks Continue

Teamster negotiators, seeking a renewal of National Car Haulers Agreement, have reentered negotiations with employers.

Contract talks were taken up again when the members involved narrowly rejected a contract proposal in a mail referendum vote.

Teamster General Vice President Frank E. Fitzsimmons ordered renewal of contract talks, saying:

"We consider the results of the mail referendum inconclusive since less than 60 per cent of the membership involved returned ballots."

Fitzsimmons declared that undoubtedly the union will conduct another vote after further negotiations with the industry.

The 17,000 employees involved are engaged in the movement of new automobiles, trucks and farm equipment from assembly lines to dealers.

Mail Referendum

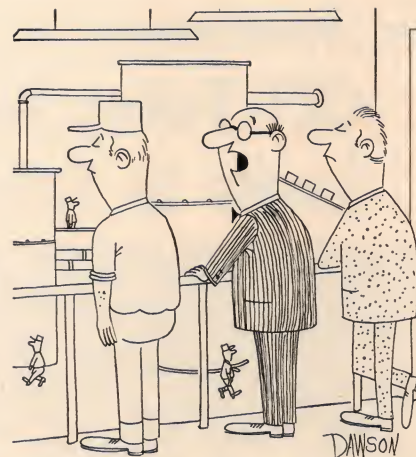
N.J.-N.Y. Trucking Contract Ratified by 4-to-1 Margin

By a better than 4-to-1 margin in a mail ballot, over-the-road and city cartage drivers and dockmen ratified the recently-negotiated New Jersey, New York General Trucking Agreement.

The contract settlement covering 40,000 members of 16 different local unions was reached right on the edge of a strike deadline after employers were granted a pair of contract extensions. The agreement, part of the

National Master Freight Contract, parallels the national agreement in wages and conditions, and now adopts the same expiration date.

General Vice President Frank E. Fitzsimmons worked with the negotiating team which included Vice President Thomas E. Flynn, director of the Eastern Conference of Teamsters, and Vice Presidents Joseph Trerotola of New York, Dominick Calabrese of New Jersey, Walter Shea, administra-



"My success is due to knowing every employee by name . . . right Stevens? . . . Or is it Smith?"

tive assistant to Fitzsimmons, and Lester Connell, secretary-treasurer of Local 816.

Fitzsimmons cited the settlement as proof that when unions and management are left alone to bargain free of government interference, that collective bargaining works. He said, "This was true in our talks for a National Master Freight Agreement and it has been true in these negotiations."

He credited Vice Presidents Flynn, Trerotola, Calabrese, Shea and Connell with doing "yeoman work" in helping to successfully complete the negotiations.

● W. Va. Win

A majority of 70 workers employed by Montgomery Ward & Co., Inc., in Elkins, W.Va., recently voted for representation by Teamster Local 789 of Fairmont, W.Va., in a National Labor Relations Board election.

Richard A. Boyles, secretary-treasurer of Local 789, said the ballot count was 39 for the Teamsters and 17 for the Retail Clerks.

The new bargaining unit includes all sales and non-sales employees such as warehousemen, auto-shop mechanics, and drivers.

● Refuse Win

Approximately 80 driver-collectors, members of Local 150, in Sacramento, Calif., have won a three-year contract with the North Area Refuse Company. In addition to guaranteeing an 8-hour work day, the agreement provides for pay boosts, major medical benefits in the second year of the contract, and a prescription drug program.

Reciprocal Agreement For Teamsters Pension Funds

Delegates to the 1966 International Convention adopted a resolution recommending action to insure that members do not suffer a loss of pension credits when leaving work in one pension area to work in another.

The General Executive Board at its January, 1967 meeting voted unanimously to urge the Union Trustees of all Teamster jointly-administered Pension Funds to adopt a document entitled "Reciprocal Agreement for Teamsters Pension Funds." By letter dated January 16, 1967, to all affiliates, Vice Presidents and General Organizers, our General President urged prompt attention be given to this matter.

The following Pension Funds have signed the Reciprocal Agreement for Teamsters Pension Funds and filed a copy, as required, with the International:

1. New England Teamsters and Trucking Industry Pension Fund (Connecticut, Massachusetts, Rhode Island, Maine, New Hampshire & Vermont—28 Locals)
2. Trucking employees of North Jersey Welfare Fund Inc. (Jersey City, N. J.—Locals 560, 617 and 641)
3. Road Carriers Local 707 Pension Fund (New York City)
4. Pension Fund of Local 445 (Yonkers, New York)
5. Local Union No. 469 Pension Trust Fund (Perth Amboy, N. J.)
6. Warehouse Local 570 Pension Fund (Baltimore, Md.)
7. Connecticut Bakery-Milk Industry Teamsters Pension Fund
8. Bakery Drivers Local 485 Pension Fund (Pittsburgh, Pa.)
9. Bakery Drivers Local 550 Pension Fund (New York City)
10. Teamsters Joint Council 83 of Virginia Pension Fund.
11. Teamsters Construction Industry and Miscellaneous Pension Fund, Pittsburgh, Pa.
12. Local 295 Group Pension Trust Fund (New York City)

The above Pension Funds cover approximately 100,000 teamster members. It is expected that in the near future many additional pension funds will be signing the Reciprocal Agreement thus giving their members reciprocal pension rights with all the funds who have already signed.

Copies of the Reciprocal Agreement form may be obtained by writing to the International Headquarters.

Another Delay**Court Order Temporarily Halts
Pan-Am, Braniff Union Vote**

A vote of approximately 16,000 air line employees at Pan American World Airways and Braniff International has been delayed by a temporary court injunction sought by the Brotherhood of Railway Clerks.

A mail referendum among office, clerical, fleet and passenger service employees of the two companies had been set for January 8th at Pan Am and January 16th for Braniff workers.

The temporary restraining order against the National Mediation Board's mailing of ballots is effective until the first week in January, when a hearing will be held before the court of appeals to determine whether or not the election will be held as scheduled.

The BRC contends in court that the National Mediation Board's ruling that it get on the ballot or forfeit representation rights is illegal.

For the Pan employees, it marks another delay caused by the BRC in their long and determined effort to cast off the ineffective Brotherhood of Railway Clerks and join the Interna-

tional Brotherhood of Teamsters.

A year ago, they voted 3,091 for Teamsters, 284 for Transport Workers, and only 137 votes for the BRC. That election was set aside when the Mediation Board ruled that it had committed procedural errors in conducting the election.

Previous to that, Pan employees had voted in 1966, but ballots were never counted as the NMB ruled that a campaign document had been falsely signed.

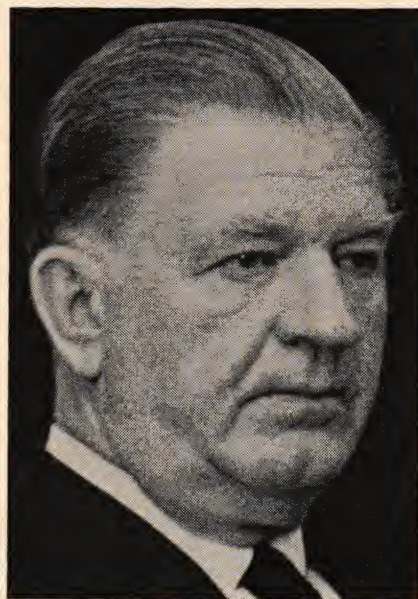
Nearly 5,000 Braniff International employees are set to vote for the Teamsters for the first time, pending the outcome of the court hearing. Although presently represented by the BRC, they have expressed considerable discontent with the incumbent union and there is a ground swell of sentiment among them to join the Teamsters.

Since the restraining order enjoins the National Mediation Board, it will be represented in court by the U.S. Department of Justice.

**Brewery Division
Sets February
Meeting**

A call has been issued to all affiliated locals of the Teamster Brewery and Soft Drink Division for a Division convention to be held from February 1-6, 1967, in Miami Beach, Florida.

The convention will be held at the Hilton Plaza Hotel, and arrangements



Ray Schoessling

Teamster Pension

Harold E. Timm, left, and Steve Kearns, vice president of Teamster Local 364, look over documents relating to Timm's 30-year career as a Teamster. Timm retired recently on a Teamster negotiated pension after having served the past 18½ years as an employee of Norwalk Truck Lines, where he was union steward for 12 years. He had previously worked for several other trucking companies in the South Bend, Ind., area.



have been made to provide reserved rooms for all delegates who may wish to stay at the Hilton.

The divisional convention, held every four years, will offer delegates from local unions with membership working in the brewery and soft drink industry, or in the distribution of these products, an opportunity for thorough discussion of their mutual problems and formulation of programs to cope with such problems.

A preliminary agenda makes provision for full discussion of organizing, latest developments in the pension and welfare field and recent legal decisions which affect the daily operation of all such local unions.

The convention also provides for consideration of resolutions and amendments to the Division's By-Laws and for the election of officers and Policy Committee members.

In issuing the convention call, Secretary-Treasurer Ray Schoessling reminded the locals that the By-Laws provide that "Each member Local Union shall be entitled one (1) dele-

gate and an additional delegate for each five hundred (500) individual members, or major portion thereof, provided however, that no local union may have more than three (3) delegates."

The call also reminds the locals that they may submit resolutions or

proposed amendments to the Conference By-Laws "at least 30 days prior to the Convention, but not later than January 1, 1968 . . ." Such resolutions or amendments will be submitted to the Constitution Committee which will meet prior to the opening of general sessions, on February 1st.

Achievement

New Jersey Local Union Dedicates New Headquarters

Teamster Local 945 recently dedicated its newly-constructed headquarters in West Paterson, N.J., with the aid of a pair of International Union vice presidents and other honored guests.

Taking part in the ceremonies at the invitation of Michael A. Ardis, Local 945 president, were IBT Vice Presidents Joseph Trerotola of New York and Dominick Calabrese of New Jersey.

Both Trerotola and Calabrese congratulated the local union on its achievement—having started from a 1-room office in Newark nearly 3 decades ago—and brought the International Union's best wishes to the Local 945 membership of more than 8,000.

Flanked by plenty of parking space, the local union's new building has a circular auditorium 116 feet in diameter that will seat 1,000 people for meetings or handle 800 at a banquet.



Taking part in dedication ceremonies of Teamster Local 945's new headquarters recently were (left to right): Seated—Dominick Calabrese, International vice president and president of Teamster Joint Council 73 in New Jersey; International vice president Joseph Trerotola, president of Teamster Joint Council 16 in New York City; Allen Weisenfeld of the State Board of Mediation; Standing—Milton Gordon, International secretary-treasurer of the Doll and Toy Workers AFL-CIO; John F. Bello, commissioner, Federal Mediation Board; Michael A. Ardis, president of Local 945; Charles Van Wagner of the Paterson News; Roy L. Schleich of the New Jersey Air National Guard, and Dan Tortorello, secretary-treasurer of Local 945.

Local 481 Signs 3-Year Contract

Office employees at seven San Diego County stores of Dryer's Furniture Company have won a three-year contract with sizeable wage and benefit improvements.

Willard Kline, secretary-treasurer of San Diego local union 481 announced ratification of the three-year agreement.

The new pact provides wage increases each of the three years of the contract, plus an additional holiday (employee's birthday), paid sick leave and company-paid major medical health and welfare insurance.

● Announcers

Radio announcers employed by station WRIG, Inc., in Wausau, Wis., recently voted for representation by Teamster Local 446 in a National Labor Relations Board election.

Richard E. Chamberlain, secretary-treasurer of Local 446, said all 4 announcers voted for the union.

Morton Salt Strike Settled

A five-month strike by about 80 members of Teamster Local 853 against Morton Salt Co., in Newark, Calif., has been concluded with a satisfactory contract and the rehiring of five workers who were discharged.

Secretary-Treasurer Frank Farro, of Local 853, reported that resolution of the issues which prompted firing of the workers had been made a part of the settlement which also included substantial pay increases and improvements in health and welfare benefits. Farro expressed his gratitude to all who aided the strikers, including members of the International Longshoremen and Warehousemen's Union.

Local 641

First Agreement Negotiated For Hudson Tube Teamsters



Signing ceremonies for the first Teamster contract with the Port Authority Trans-Hudson Corp., were engaged in by (left to right): Seated—Ruby McQuaid, Local 641 shop steward; M. Lukens, executive director of PATH; George Lonergan, Local 641 vice president; Tom Lasuk and Dan Spivey, shop stewards; Standing—Gene Levy, PATH attorney, and PATH negotiators Dan Rusinsko, Frank Scatturo, Dan Savage, Tom Sorenson and Jack Hoban.

Winding up months of intensive negotiations, Teamster Local 641 of Jersey City, N.J., recently completed an agreement for 200 members employed by the Port Authority Trans-Hudson Corp., more generally known as PATH.

The 2-year contract established Teamster jurisdiction in the field for the first time in history and provides substantial wage gains and work improvements plus added security on the job.

The Teamster agreement assures strong representation for about one-sixth of PATH's employees. A dozen other unions also negotiate with the Hudson Tubes company.

Negotiations were carried on under the direction of International Vice President Dominick Calabrese who is also secretary-treasurer of Local 641 and president of New Jersey Joint Council 73.

Playing prominent roles on the union negotiating team were George Lonergan, Local 641 vice president; Ted Nalikowski of Joint Council 73, and shop stewards Ruby McQuaid, Tom Lasuk, and Dan Spivey.

The Port Authority Trans-Hudson Corp. is a subsidiary of the Port of New York Authority created to ac-

quire, modernize, and operate the bankrupt Hudson & Manhattan Railroad under authorization from the States of New York and New Jersey in 1962. The Interstate rapid transit system has been in continuous operation since its opening in 1908 as the "Hudson Tubes." PATH operations began in September, 1962.

PATH operates on a 14.2-mile long system and has 7 terminals located in New Jersey and 6 in New York. The railroad links the states via 4 underwater tunnels.

● Electronics

Teamster Local 952 won an organizing victory in its first campaign aimed at the growing electronics industry in Orange County, Calif., recently as workers at Lam-Cor Corp., voted for the union in a National Labor Relations Board election.

Lee Kearney, secretary-treasurer of Local 952, said the ballot count was 32 to 5 for the union. Kearney credited Mel Keller, special organizer, with making a big contribution to the organizing win.

The election victory was achieved despite the company's barrage of anti-

labor propaganda.

Included in the new bargaining unit are drivers, warehousemen, shipping, and production and maintenance workers.

Local 856 Scores Victories

Teamster Clericals Local 856, in San Francisco, has scored a number of successes recently in organizing office workers in the greater Bay area.

By a 2 to 1 margin, clerical employees of Langendorf and Sunlite Bakeries in San Jose voted to be represented by Teamster Local 856.

Earlier about 100 clerical workers at Fuller Paint Company in San Francisco chose representation by the Teamster local union. Also, workers at the Emeryville plant of Sherman-Williams chose representation by Local 856.

These successes followed Local 856's earlier achievements in gaining bargaining rights for clerical workers at most major hotels in San Francisco and some on the Peninsula.

Contracts brought these workers substantial wage increases and general improvements in fringe benefits.

During the first nine months of 1967, Local 856's membership showed an average increase of 22 per cent over the corresponding period of 1966.



"Good news, Baxter. The computer says you have two days sick leave, and in your case of open-heart surgery, they run consecutively."

Local 299 Entertains 17,000 at Party



Teamster General Vice President Frank E. Fitzsimmons and Josephine Hoffa, wife of General President James R. Hoffa, are all smiles as they observe the festivities at Local 299's Christmas party.

More than 11,000 children and 6,000 parents attended Teamster Local 299's Christmas party for the kids last month in Detroit.

So enthusiastically was the Local 299 invitation received by the kiddies that six Santa Claus's were kept busy throughout the day distributing gifts to each child.

Movies were part of the entertainment.

Christmas carols rang throughout the hall, setting the proper atmosphere.

In attendance were Teamster General Vice President Frank E. Fitzsim-

mons and Mrs. Josephine Hoffa, wife of General President James R. Hoffa.

Fitzsimmons called the affair "a splendid exercise in Brotherhood and in keeping with the spirit of Christmas."

He praised the executive board and the staff of Local 299 for their work in arranging the party, and declared that it is always a "warming occasion to get together with 299 members and their families."



General Vice President Frank E. Fitzsimmons and 'Jo' Hoffa greet the thousands of children who attended the Local 299 Christmas party.



Happy faces await Local 299 Christmas party activities in Detroit last month.



It took six Santa Clauses all-day to distribute gifts to the 11,000 children who, with their parents, swelled attendance to 17,000.



Fancy decorations and Christmas music and movies were all part of the 299 Christmas party.

Santa's reindeer provided a corridor through which more than 11,000 children of Local 299 members entered the local union's Christmas party last month in Detroit.



A partial view of the more than 11,000 children and 6,000 parents who attended Local 299's Christmas party.



3-Year Haul

Patience Wins Contract For Drivers in Maine

Patience paid off recently for 10 members of Teamster Local 340 of Portland, Maine, who never lost faith in their union during a 3-year haul from application for union membership to negotiation of their first contract.

David Hastings, president of Local 340, related a tale of trial and tribula-

tion for the drivers employed by Sam Gass, Inc., of Augusta, Maine, a grain distributor.

He added that the ordeal of the 10 members came to a happy conclusion with a 3-year contract guaranteeing the union shop, substantial wage increases, paid holidays, improved vacation scheduling, health and welfare

coverage, and a pension plan starting in the third year of the agreement.

In August, 1964, a couple of drivers—Gerald Miville and Robert McLaughlin—visited the homes of their fellow employees to obtain signed union cards.

Two days later, Miville was fired for union activity, meanwhile, the union had declared its majority status by certified mail to the employer and offered proof. The employer then induced all the other workers to sign and send to the union their withdrawal of membership.

Unfair

Unfair labor practice charges were filed against the company by Local 340 on behalf of Miville and also because of the company's refusal to bargain upon request.

Following a hearing before a National Labor Relations Board trial examiner, a decision was rendered in favor of the union. It was recommended that the company reinstate Miville with back pay and also bargain with the local union.

The Board upheld the trial examiner's recommendations. Meanwhile, on a pretext, the company discharged McLaughlin. After charges again were filed by the local union, the NLRB regional office persuaded the company to return McLaughlin to work with \$350 in backpay.

Appeal Fails

Following a court appeal that failed to hold water, the employer also restored Miville back to his job at the top of the seniority list with \$7,200 in backpay.

The first contract was finally negotiated and signed some 3 years from the time the drivers first sought union membership.

As Hastings put it, "These men had guts—we need more like them."

\$4,196 Backpay

Local Wins Case for Supervisor In Rare Unfair Labor Practice



Ex-supervisor John Lorenze (center) is shown happily holding a \$4,196 check after Charles O. Miller (left), president of Teamster Local 144, and Harry Berns (right), attorney for the Indiana Conference of Teamsters, went to bat for him in a rare unfair labor practice case.

Teamster Local 144 of Terre Haute, Ind., recently was the moving party in one of the rarest unfair labor practice cases on the record.

The local union represented a supervisor in a charge against Columbia Record Club, a subsidiary of Columbia Broadcasting System, recently organized by the union.

Upheld by the National Labor Relations Board, the complaint charged the company with unfair labor practices in discharging John Lorenze, a supervisor, for refusing to participate

in a campaign of surveillance of union activity during the organizing campaign.

When a majority of the company's 300 shipping department workers went Teamster in a subsequent NLRB election, an informal settlement was arranged whereby the union withdrew the charges and Columbia Record Club agreed to pay Lorenze a total of \$4,196 to compensate him for monies lost. Lorenze rejected an offer of reinstatement to his old job.



"Will a member of the board please second the motion?"

Unfair Practices

Firm Ordered to Bargain; Rehire Discharged Workers

Century Lumber Co., Inc., of Topeka, Kan., violated the Act by discharging 3 employees and laying off

a fourth because of their activities for Teamster Local 696, and by promising and granting economic benefits,

according to a recent ruling by the National Labor Relations Board.

The decision reversed the trial examiner's findings. The Board also upheld but modified the examiner's finding that the company refused to bargain with the union.

The Board's ruling was based on the fact that undenied testimony showed that an assistant manager was present when 2 of the discharges were discussing the union. Moreover, the plant was a small one and the union was openly soliciting members from a work force of not more than 18 at any one time. In these circumstances, the Board determined that the employer had reason to believe the men favored the union.

Furthermore, the discharges coincided with other unfair labor practices, were made at mid-week and without notice, and were not based on seniority. It also was noted that replacements were hired to perform the work previously done by the discharges.

While the company argued that the firings were based on valid economic reasons, the Board found such action inconsistent with the simultaneous granting of a general wage increase—which conduct the Board found, contrary to the examiner, to be a violation.

The employer was ordered to cease the unlawful conduct, bargain with the union upon request, and reinstate the fired workers with backpay and interest.

Ratified Unanimously

Flight Engineers Agreement Negotiated at Seaboard Air

Flight engineers employed by Seaboard World Airlines have unanimously ratified a new contract negotiated for them by the Teamsters Union Airline Division.

Henry Breen, director of the Airline Division, said the agreement provides substantial wage increases for the engineers, members of Teamster Local 295, and includes a per diem rate with the company picking up the cost of all hotel and transportation costs.

The agreement provides for retirement and disability benefits, elimination of the "B" wage scale, and contains a 70-hour work guarantee with 10 per cent option at 65 hours.

Also contained in the 2-year contract are improved seniority rights, increased moving costs, increased vacation time, and full retroactive pay.

Breen credited Airline Division representatives W. A. Olsen and H. V. Molle with leading the contract negotiating team composed of engineers.



Shown at the signing of a new Teamster contract covering flight engineers employed by Seaboard World Airlines are (left to right): Seated—S. I. Fondiler, Seaboard vice president; W. A. Olsen, Airline Division representative, G. Forero, flight engineer; Standing—R. C. Neary, chief pilot; H. V. Molle, Airline Division representative; E. L. Garb, Seaboard personnel manager; D. Maxwell and W. Nejenhaus, flight engineers; R. K. Thal, operators manager, and J. J. Casey, Seaboard vice president.

● Chemical Pact

An initial contract between Local 542, San Diego, and the To. O. Bate-man Chemical Company has been ratified, according to an announcement by union secretary-treasurer James Barham. The 1-year pact provides hourly pay increases, an additional holiday, vacation benefits and full union security.

● Keshen Named

Sam B. Keshen has been elected secretary-treasurer and chief executive officer of Teamster Local 738 in Chicago. Keshen won unanimous backing for the post to fill the unexpired term of the late Mike Formusa. Ray Domenic, president; John McKnight, vice president; Manny Pearl, recording secretary; trustees Thomas Cash, Herron Roberson and Charles Saletta fill out the local union executive board.

Instant Growth

New Orleans Local Grows By 800 in 21 Ballot Wins

Teamster Local 270 of New Orleans, La., has gained more than 800 members as a result of 21 National Labor Relations Board representation election victories in the past 16 weeks.

Charles D. Winters, president of Local 270, said contracts have been negotiated and signed for most of the new units and finishing touches are being wrapped up on negotiations outstanding.

Winters said it was significant that in 3 of the elections, the AFL-CIO Brewery Workers decided at the last minute to withdraw from the ballot. In each case, the pro-Teamster vote was overwhelming—attesting to the Brewery Workers' accuracy in assessing their losing cause.

Most of the election wins were in New Orleans, including:

Winn-Dixie of Louisiana, 82 drivers, and Winn-Dixie, Inc., of New Orleans, 45 warehousemen; Arkansas Grain Corp., 96 workers; Royal Crown Cola, 60 workers; Strathon Baldwin Co., 70 workers; Jefferson Disposal Co., Inc., 65 workers; Mat Service, 47 workers; Hertz Rent A

Car, 29 workers; International Auto Sales, 25 workers; Click Delivery Service, Inc., 25 workers; T. K. Value Co., 17 workers; Air Reduction Plant & Garage, 27 workers; Avis Car Rental, 30 workers; Bills Inst. Commissary, 9 workers; Firestone Stores, 10 workers; West Cash & Carry Lumber Co., 6 workers; Green & Walker Galo Co., 16 workers; D&D Delivery 5 workers; Owen Corning Glass Co., 8 workers.

A large majority of 84 employees at the St. Charles Grain Elevator, Destrahan, La., voted for Local 270 and the new unit has since expanded to 121 members. Sixteen workers at Maint, Inc., in Covington, La., also voted overwhelmingly for the New Orleans-based local union.

● Photography

An agreement providing substantial wage increases and other gains for 100 members of Teamster Local 351 employed at Mortifee Munshaw, Ltd., a photo developing company in Van-

couver, B.C., was negotiated recently.

John Brown, secretary-treasurer of Local 351, said the agreement also provided for a vacation schedule reaching 4 weeks off after 15 years on the job; full union shop; bereavement pay; jury duty and witness pay; sick leave; 9 statutory holidays; shift differentials; overtime rates; health and welfare; life insurance, and numerous other provisions.

Mortifee Munshaw was organized by George Beadle, a business agent for Local 351, who had to do the job all over again when British Columbia Labor code rules knocked him out of the box as the company protested a certification application by the union.

Local 431 Wins Two Votes

Two union representation elections have been scheduled by the National Labor Relations Board to culminate the organizing efforts of Local 431 in Fresno, California.

Both firms involved have actively resisted the organization of their employees.

The NLRB directed one election in a unit of all transport tank drivers and transport tank driver dispatchers employed by Vangas, Inc., at terminals in Fresno, Los Angeles, Paso Robles, Bakersfield and Sacramento. The firm sought to have the unit embrace all employees at its California branches, including route salesmen, repairmen and clerks.

A second election involves Fresno Auto Auction, Inc., with drivers, deliverymen, and starters at the firm's auto auction yard and detail shop employees eligible to vote.

● Grocery Win

Two thirds of the drivers, warehousemen, and garage workers employed by Ragland-Potter, Inc., a wholesale grocery company in Nashville, Tenn., recently voted for representation by Teamster Local 327 in a National Labor Relations Board election.

William L. Ellis, Local 327 secretary-treasurer, said 171 men were eligible to ballot in the election. The vote was 96 for the Teamsters and 49 against.

Community Service

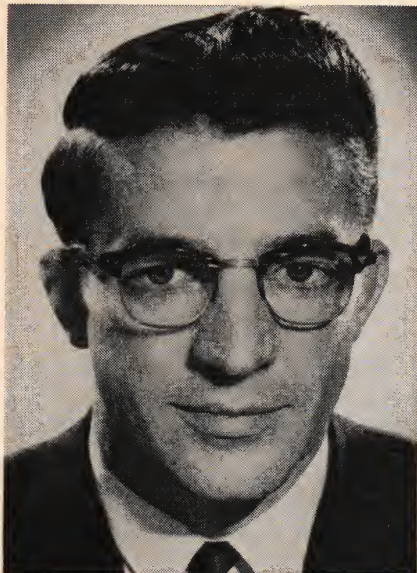
International Union Vice President Joseph Diviny, San Francisco, recently presented a check for \$20,000 to the National Jewish Hospital in Denver on behalf of the International Union. Cyril Magnin (left), San Francisco Port Director is shown accepting the check on behalf of the hospital. Witnessing the event is Mrs. Robert Small, regional representative for the hospital. The institution is the largest research and treatment hospital for respiratory diseases in the country. Complete free and nonsectarian, it serves communities all over the world with research information.



Recognition

Vancouver Teamster Leader On Canada Pension Committee

E. M. Lawson, president of Teamster Joint Council 36 in Vancouver, B.C., recently was appointed to the



E. M. Lawson

Canada Pension Plan Advisory Committee.

The appointment was made by Canada Health and Welfare Minister Allan MacEachen. His department administers the pension plan.

Lawson, now in his 12th year as head of the 12,000-member joint council in British Columbia, is the only member of the committee named from that province.

In naming Lawson, who is also a member of the provincial government's labor-management committee, MacEachen commented: "I am sure you will make a substantial contribution to the success of the Canada Pension Plan."

The advisory committee was established under Section 117 of the Canada Pension Plan and consists of 16 members—representatives of employees, employers, self-employed persons, and the general public.

The committee is charged with reviewing from time to time the operation of legislation governing the Canada Pension Plan, the state of the Investment Fund, and the adequacy

of coverage and benefits under the Act. The committee's findings will be reported to the Health and Welfare Minister.

● In Minnesota

Employees of Pioneer Division of Parker Hannifin in Minneapolis, Minn., recently voted 12 to 6 for affiliation with Teamster Local 970 in a National Labor Relations Board election.

Earl H. Drange, secretary-treasurer of Local 970, said the plant is expected to triple in size within the next few months. Joining in the campaign

with Local 970 organizers were representatives from the Central Conference of Teamsters.

● In California

A majority of drivers and warehousemen employed by Republic Moving & Storage Co., in Long Beach, Calif., recently voted for representation by Teamster Local 692 in a National Labor Relations Board election, according to E. Joseph Perkins, secretary-treasurer of the local union.

● Brickmen

Production and maintenance workers employed by Harbison-Carborundum Corp., a manufacturer of fire brick for large blast furnaces in New Carlisle, Ind., recently voted for representation by Teamster Local 298 in a National Labor Relations Board election.

Are You a Good Driver In Bad Weather?

(EDITOR'S NOTE: The following quiz, to test your mastery of driving under bad weather conditions was prepared by the National Tire Dealers and Retreaders Association.)

1. If you are going 20 mph on glare ice, what is your stopping distance? (a) 151 feet? (b) 161 feet? (c) 171 feet?
2. When is driving in the rain most critical? (a) during the first half-hour? (b) after the first half-hour? (c) after the rain is over?
3. What is the best method for driving out of a snow bank? (a) keeping the car in low gear? (b) rocking fore and back to get traction? (c) melting snow by spinning tires?
4. When is it more advisable to ride on a flat tire than stop? (a) when it is raining? (b) when the tire is punctured by a nail? (c) when there is no escape shoulder on a high-speed highway?
5. What is the best way of checking tire treads? (a) with a penny? (b) with a magnifying glass? (c) with a tape measure?
6. If the edges are feathered on the side of each tread on your tires: (a) your air pressure is too high? (b) your air pressure is too low? (c) front wheels may be out of alignment?
7. Driving conditions are most hazardous on wet or icy roads at: (a) zero degrees? (b) 32 degrees? (c) 38 degrees.
8. Tires should be rotated: (a) every 5,000 miles? (b) every 10,000 miles? (c) every 15,000 miles?
9. Retread tires can be driven: (a) only under 40 mph? (b) only under 50 mph? (c) at any safe speed?
10. If you should go into a skid: (a) try to steer in the direction of the skid and use a stab and release brake pattern? (b) jam on brakes and try to stop short? (c) race motor until tires grab.

(You'll find the answers on page 19. Giving yourself 10 points for each correct answer, you are an expert driver if you score 100 points; a good driver if you score 80-90 points; a fair driver if you score 60-70 points; you should take instruction if you score 40-50; and if you score 0-30 points, the tire association labels you a dangerous driver.

Rights and Welfare

Supreme Court Favors Workers In Pair of Important Decisions

Two decisions affecting the rights and welfare of workers everywhere were decided in their favor by the Supreme Court recently.

In the one decision, the high court upheld the right of unions to hire lawyers to represent their members in private lawsuits in which the claims are job-related.

In the other ruling, the panel ruled that states cannot deny unemployment benefits to a worker who has filed unfair labor practice charges against an employer.

There has been a growing dispute in recent years between some lawyer associations and other organizations, including unions, over group legal service in which the private organizations either hire lawyers or refer members to selected attorneys. In referral situations, the organizations themselves often have paid the lawyer fees.

Bar associations have claimed that unions and other groups providing such legal services are engaging in the unauthorized practice of law. They further claimed that such group plans violate the traditional individual attorney-client relationship.

UMW Upheld

The Supreme Court decision concerned an Illinois Bar Association challenge of the right of the United Mine Workers to hire an attorney to represent workers claiming injury or death benefits under workmen's compensation laws in Illinois.

In upholding the UMW, the court asserted that many kinds of citizen groups could offer legal services to their members, provided that the organization does not interfere with lawyers' legal judgments and that members are free to seek outside legal advice if they desire.

The court said organizations have a constitutional right "to hire attorneys on a salary basis to assist members in the assertion of their legal rights."

Justice Black, who wrote the 8-1 majority opinion, noted that the UMW first hired an attorney to represent miners in workmen's compensation claims more than 50 years ago. He termed "baseless" fears that group

legal services would foster trivial litigation or that conflicts of interest would result between a lawyer's obligations to an individual and to the

High Court

Striking Workers Gain Security In Unanimous Court Ruling

Striking workers were given greater job security recently as a result of a unanimous decision by the U.S. Supreme Court.

Once a strike is ended, the high court ruled, workers who want to return to their jobs should be taken on ahead of new job applicants to fill vacancies.

The case grew out of the hiring of new workers by Fleetwood Trailer, Inc., a manufacturer of mobile homes in Riverside, Calif., to fill jobs for which workers who had been out on strike applied.

The high court ruling reversed a decision by the U.S. Circuit Court in San Francisco which had refused to uphold a ruling by the National Labor

group that hired him.

The second case came about when a woman worker in Florida was temporarily laid off. The company claimed she was let go because of slow production. The woman claimed otherwise, saying that she was discharged because of her union activities and she then filed an unfair practice charge with the National Labor Relations Board seeking reinstatement and backpay.

Relations Board. The Board had declared that the company had discriminated against former strikers in violation of federal law.

Fleetwood had cut back its production and maintenance work force during a 1964 strike by the Carpenters. Since the jobs of the 6 former strikers were unavailable when they applied for re-employment, the Circuit Court reasoned that the company was not obliged later—when the jobs became available—to give the carpenters hiring preference over new workers.

The 6 eventually were rehired and the NLRB ordered the company to reimburse them for lost wages. The Circuit Court's reversal led to the Supreme Court appeal.

Dystrophy Team

Helping the local Muscular Dystrophy Chapter in the mailing of money cards in the Seattle, Wash., area are (left to right): Roy LaFay, president of Teamster Local 309; Arnie Weinmeister, secretary-treasurer of Teamster Local 117, and George French, secretary-treasurer of Teamster Local 353. The money cards are placed in restaurants, cocktail bars, and taverns.



In North Dakota

Teamster Inspires Creation of Senior Citizens Center

Senior citizens in Minot, N.D., now enjoy a recreation program in their own Senior Citizens Activities Center thanks to the consideration and energy

of a Teamster local union officer.

Sylvan Hibrig, president of Local 74 headquartered in Minot, became interested in the leisure activity of



Sylvan Hibrig (right), president of Teamster Local 74, and C. D. Johnson, mayor of Minot, N.D., are shown as the city donated a vacated library for use as the Minot Senior Citizens Activities Center, a project inspired by Hibrig.

Tradition Upset

Local 25 Casts 1st Unopposed Ballot for Union President

William McCarthy, for the past 12 years president of Local 25, in Boston, upset tradition in the local union last month when he ran unopposed for office, the first time in 50 years that the local union has not had a contest for its chief executive officer.

Also unopposed on the local union ballot were Secretary-Treasurer Joseph Conlin and local union Vice President William Lyden.

McCarthy was first elected president of Local 25 in 1955 when the membership count was 5,500. Today, the local union boasts a membership of 10,000. McCarthy, when elected Business Agent of the local in 1947 was the youngest BA ever selected by the membership. When he was elected

president in 1955, he was the local union's youngest chief executive officer.

Teamster General Secretary-Treasurer John F. English commented on the election by calling McCarthy "an outstanding organizer in the Boston area who has put membership into many Boston local unions. His ability as an organizer was recognized by the International Union which named him a special organizer."

English pointed out that under McCarthy's leadership, Local 25 now has its own building. "Members," English said, "enjoy good contracts, have dental and vision care negotiated in their agreements, and have their own dental and vision care clinic."

Local 25, in Boston, recently upset tradition when it elected its president for the first time in 50 years without opposition. William McCarthy was elected chief executive officer of the local union, along with Joseph Conlin, Secretary-Treasurer (left) and William Lyden, vice-president. Both Conlin and Lyden received the unanimous backing of the membership.



oldsters a few years back, and finding that there was no formal program to fill the time of elderly people, decided to do something about it.

He first wrote a letter in June, 1965, to the proper federal authorities in Washington, D.C., inquiring about the possibility of getting grants for establishment of a recreation program for senior citizens.

When advised that such a project might get help, Hibrig inaugurated senior citizens meetings at the Labor Temple in Minot. The response was great and by August, 1965, a charter was granted by the North Dakota Secretary of State for Senior Citizens of Minot as a non-profit corporation. Hibrig was elected president of the group.

Early last year, the organization conducted a fund-raising drive within the Minot community with a view to setting up a recreation center. Unfortunately, the campaign was less than successful.

Hibrig then filed an application under Title 3 of the Older Americans Act for a federal grant to establish a recreation center on a 5-day-a-week basis. The grant was approved for more than \$15,000 to permit hiring of a full-time director and to pay for utilities.

At this point, it was necessary that the local community match the federal funds by at least 25 per cent. The City of Minot met this requirement by donating the use of a building that had been vacated after construction of a new library.

When reports of the Minot program

began to spread around the state, many other North Dakota communities began to be interested and in November, 1967, a meeting was held at Minot to form a Senior Citizens League on a state-wide basis. In recognition of his work, Hibrig was elected president of this organization also. Other cities are beginning to map programs modeled after that in Minot.

The Senior Citizens Activities Center in Minot provides several services and activity programs including bowling, bridge, ceramics, knitting, physical fitness, choir practice, first aid training, movies, financial guidance and investment, political science studies, and even maintains an employment bureau.

Future plans include a driving and pedestrian accident prevention school, a public speaking class, basic art studies, and a craft shop including woodworking, leatherwork, plastics, and so forth.

Hibrig has come to feel that the senior citizens throughout the nation should have activity centers such as

that in Minot to enjoy for the winter years of their lives.

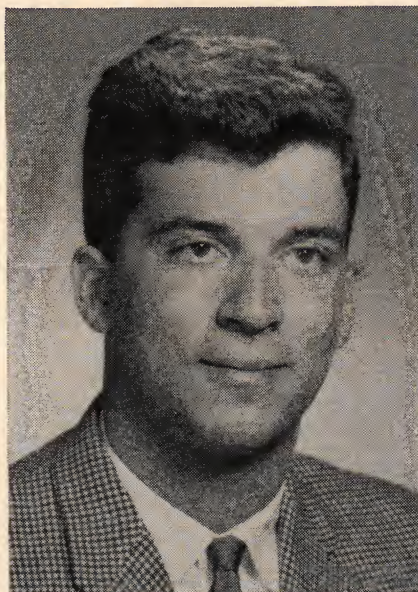
Hibrig said the reason he has taken such great interest in the project is that everyone gets old and should have something of interest to them to do after their work days are ended.

Neither a fisherman, hunter, or sports fan the Teamster official has taken up the senior citizens project as a hobby and now devotes all his spare time to this activity.

Teamster Son Wins Essay Prize

Eugene Guskind, an 11-year member of Teamster Local 805 in New York City, is especially proud of his son, David Guskind.

The youth recently was judged, for



David Guskind

the second consecutive year, a winner in a national scholarship contest sponsored by the National Association of Tobacco Distributors.

Each year a topic is assigned and children of employees engaged in the wholesale distribution of tobacco products in the United States are eligible to enter.

Last year, a 500-word essay on the subject, "Has the Peace Corps Fulfilled Its Purpose?" was the topic and this year it was, "Has the United Nations Fulfilled Its Purpose?" In both contests, David Guskind's entry was judged a winner. He received a

Answers to Drivers Quiz On Page 16

1. (b). 2. (a) during 1st half hour when rain mixes with oil from road to create a slick condition.
3. (b) use your motor from low to reverse to get enough traction from the rocking motion to get out of snow bank.
4. (c) when there is no escape shoulder on a high-speed highway.
5. (a) using a penny, insert it into tire treads. If the tread is worn, you'll see Lincoln's head.
6. (c). 7. (b). 8. (a) every 5,000 miles.
9. (c) re-tread tires in good condition are same at any safe speed.
10. (a).

cash award of \$250 each year to be applied toward his education.

Young David is a student at Fairleigh Dickinson University, Madison, N.J. During the summer months he too is a Teamster, employed by Food Fair in Linden, N.J., as a member of Teamster Local 863 in Newark.

Teamsters Help Vets' Yule Party

Nearly a score of Chicago-area Teamster leaders played prominent roles in a holiday event for disabled men at the Veterans Administration Hospital in nearby Hines, Ill.

Supporting and contributing to the 37th annual Christmas party for the vets were:

International Vice President Ray Schoessling, president of Joint Council 25 in Chicago, and other joint council officers including Dan Colucio, vice president; John F. Ryan, secretary-treasurer; Larry Monohan, recording secretary; trustees Howard A. Floyd, John E. Maloney, and Louis F. Peick, and William G. Murray, special representative.

Other Teamsters serving on various committees included: William T. Hogan of Local 714; Les Muma of Local 711, Ray O'Donnell and Clarence P. Jochum of Local 712; Donald Peters of Local 743; David O. Sark of Local 726; John Baggot of Local 782; Joseph Bernstein of Local 781; Harold J. O'Brien of Local 734, and William A. Floyd of Local 438.

● Dairy Organized

Local 556, in Walla Walla, Washington, has scored a key victory in organizing one of its most obstinate employers in the Eastern Washington and Northern Idaho area, Tomlinson's Dairy stores. Employees favored Teamster representation by more than a 2 to 1 vote.

● Rack Jobbers

Teamsters affiliated with 15 local unions between Bakersfield, Calif., and the Oregon border have ratified a new agreement with the Northern California Rack Jobber's Industry, gaining substantial wage increases and other benefits.

The settlement was reached after Local 588 found it necessary to strike Rawson Rack.

The settlement involved members of Locals 87, 94, 137, 150, 296, 381, 386, 431, 439, 588, 624, 684, 890, 912 and 980.

● Population

The U.S. Census Bureau announced recently that the nation's population isn't growing as fast as projected three years ago by the experts—yet still may reach 300 million by 1990.

Another Defeat

Open Shop Advocates Defeated Again in Oklahoma Petition

Over the years, the most expensive luxury for industrial management in this country has been the push for compulsory open shop to weaken the effectiveness of collective bargaining.

About all industry has gained for its expenditures are new names, periodically, for the scheme, as compulsory open shop advocates have called their voodoo the "American Plan," the "Liberty League," and the current misnomer, "Right to Work."

For the last 20 years, high priced hucksters have tried to make compulsory open shop the law in Oklahoma by working through the state legislature. Now the high-priced "National Right to Work Committee" has fallen on its expensive face once again.

Secretary of State John Rogers, of Oklahoma, recently conducted an official count of the names submitted and found that a petition to place a compulsory open shop referendum on the state ballot did not contain the minimum signatures required by law.

The failure of the "National Right to Work Committee" which milks business of thousands and thousands

of dollars yearly is underlined by the fact that it was offering as much as 25 cents per signature solicited by hundreds of professional petition circulators.

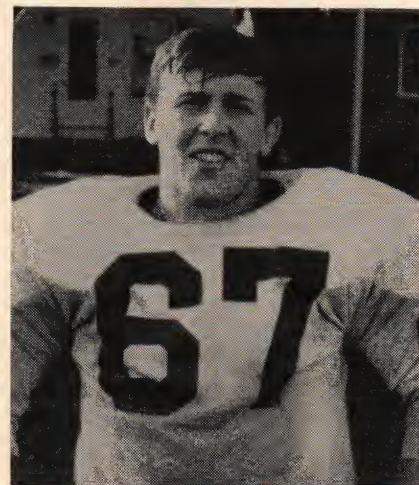
In 1946, Oklahoma voters turned thumbs down on the compulsory open shop proposal when it was on the ballot.

Just how expensive a luxury the "National Right to Work Committee" is was pointed out by a Better Business Bureau report that in one year total fund raising expenses by the committee amounted to 42.2 per cent of its income.

After the 1966 elections, the committee claimed it had a mandate from the people to push for compulsory open shop laws. It campaigned for them in New Mexico, Massachusetts, Montana, Idaho, Missouri, Pennsylvania, Illinois, California, New York, Delaware, and Oklahoma.

The business-subsidized committee failed in every state. In Massachusetts, a compulsory open shop proposal was defeated in the state legislature by 210

All-State



Steve Drange, son of Earl Drange, secretary-treasurer of Teamster Local 970 in Minneapolis, was named to the all-state football team for small colleges in Minnesota at the end of the 1967 grid season. Drange played 4 years as a regular, winning all-conference rating in his junior and senior years. An additional honor came when his teammates named him Winona State's most valuable player for 1967.

to 0, and even the sponsor of the bill didn't vote for it.

Commenting on the recent flop of the open shop advocates in Oklahoma, Teamster General Vice President Frank E. Fitzsimmons declared:

"It is unbelievable that any congressman or senator can contend that Section 14(b) of Taft-Hartley contributes either to industrial democracy or to peaceful labor-management relations.

"In truth, Section 14(b) is simply a license for professional fund collectors to exploit a political issue for personal gain.

"I believe that one of the first orders of business when the Congress reconvenes in January should be repeal of Section 14(b) of Taft-Hartley.

"I recall that the late Senator Robert Taft, chief architect of the Taft-Hartley law, changed his position on union shop when more than 90 per cent of the nation's workers voted for that union security arrangement when polled after passage of Taft-Hartley.

"This was a measure of greatness on the part of Senator Taft, to admit his error. I believe it is time that our present congressmen and senators express their good faith in the national interest rather than personal prejudice with the repeal of this obnoxious part of the nation's labor law," Fitzsimmons declared.

Help United Appeal



The 5 Teamsters here, all members of Local 728 in Atlanta, Ga., were leaders in the local union's effort to help the Atlanta United Appeal campaign reach its goal of more than \$6 million recently. Shown with Sara Jane, the United Appeal Poster Girl, are (left to right): F. W. Shepard, W. T. Waters, Albert Johnson, Joe H. Hendrix, and Wilbur Mathis. Johnson is secretary-treasurer of Local 728.

Senators React

Bills Aimed at Warranties Spell 'Consumer Good News'

A housewife who has just purchased a new piano and calls for service when keys stick is informed that although the purchase included a year's free service, the repairs can't be made for 45 days.

A husband who bought the piano to salve the impact of an additional purchase of a color TV at the beginning of the professional football season watches the tube go black the first weekend during an exciting second quarter.

Having purchased a service policy, he calls for service to find that the set will have to be taken to the shop. Two weeks later he stages a dramatic scene in the store where the set was purchased because it still sits in the service repair shop.

He is irate because he's back on a black and white viewing diet on Sunday afternoons when his favorite pros are eating each other up, and he has an additional gripe. The 90-day service policy is fast elapsing while his set gathers dust in the repair shop.

Reaction

The suburban sportsman has just purchased four-on-the-floor which came in a super dooper package of steel and chrome, with push button windows, racing stripes and a growling motor under the hood named after a ferocious African animal.

But his ego suffers a blow when the windshield washer button lowers the left front window and the handle fell off the four-on-the-floor. Off to the dealer, he finds it difficult to pin responsibility for the warranty on the seller or the manufacturer.

Those are just a few of the mounting consumer complaints which are slowly arousing Congressional interest in the plight of their constituents back home.

Reacting to the mounting complaints, two influential senators last month proposed legislation which would provide federal regulation of warranties and guarantees of manufacturers of automobiles and other products.

Chairman Carl Hayden (D—Ariz.), of the appropriations committee, and

Warren G. Magnuson (D—Wash.), of the commerce committee, disclosed three separate bills in a joint statement.

"Too frequently, a consumer is unable to find competent and reliable servicing for defective or damaged products," they said. "Too frequently is poorly assembled merchandise widely promoted through guarantee offers which the manufacturer is unwilling or unable to honor."

Under Magnuson's bill, the government would require sellers of all products to detail in guarantees parts covered for repair, duration of coverage and the type of damage the consumer is protected against.

Cost to Buyer

At the same time, the seller must state the costs the buyer must bear under the agreement and the parts and types of damage not governed by the guarantee. The Federal Trade Commission would be directed to develop an abbreviated version of various guarantees which would be required in all warranty advertising.

Magnuson plans hearings on the guarantee legislation next year. In the meantime, his proposals, as they have in the past may win President Johnson's endorsement.

The Magnuson proposal would also create an advisory council on guarantees, warranties and servicing. The council would investigate performance and servicing under guarantee agreements and recommend either voluntary industry codes or federal regulations to improve consumer treatment.

Magnuson was co-sponsor of Hayden's two bills. One Hayden measure was restricted to automobile warranties.

"It is virtually impossible for consumers to enforce provisions of automobile warranties against the manufacturer," Hayden said. "Dealers complain manufacturers will not furnish parts or reimburse dealers for work done under the warranty and it becomes economically disastrous for the dealer to make all repairs the consumer finds necessary."

Hayden noted that millions of cars have been recalled for safety defects. "In addition, thousands have what is considered inconvenient defects—lighters that don't work, upholstery is poorly done, carpeting is not put down right."

Hayden's measure would basically insure that manufacturers pay the dealer a fair price for making repairs under car guarantees. It would authorize the government to set warranty and franchise standards.

It would also open the way for consumers to bring quick and inexpensive action against car manufacturers when a guarantee defect was in dispute.

Hayden's other bill would create warranty and quality control standards for household appliances and provide a means for consumers to enforce warranty claims.

Teamsters Cited

Two members of Teamster Local 725 in Chicago, Ill., who pursued and captured a gas station bandit were recently presented an award of appreciation by the Chicago Police Department. At the ceremony were Teamsters Thomas Troupe (second from left), his wife, and William Bonnema. Police Superintendent James B. Conlisk, Jr., made the presentation. Troupe and Bonnema are employees of Armored Express.



When You Arrive At the Scene Of an Accident

WHAT CAN YOU DO TO SAVE A LIFE?

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This is the third of a series of four articles prepared by the American Red Cross to give you some basic information about what to do when you arrive at the scene of an accident on the highway. As a result of the proper use of this information, you may save a life. These articles are not intended to replace first aid training. A first aid course will prepare you for the unusual and unexpected care you may have to give.

If you have been following this series of articles, you have read of the emergency first aid actions you can take when you arrive at the scene of an accident. In the first article we discussed *protection* of the injured, avoiding a second accident, making a quick survey of the injured to determine how many persons are involved and which victims need immediate first aid, and sending for help.

In the second article, we discussed ways to stop massive bleeding and pointed out that frequently serious bleeding and breathing problems can occur at the same time.

Seconds Count

When someone is breathing with difficulty, or has stopped breathing, seconds count. When breathing has stopped, the first 2 to 4 minutes are critical ones if a life is to be saved. *First Aid measures must be started at once.* Even if you are able to restart breathing after that time, there remains the ever present danger of brain damage. Brain cells must have oxygen to live—without it, they die.

When, upon impact, the body is thrown against some part of a wrecked vehicle, a number of injuries can occur which can create breathing difficulties or cause stoppage of breathing. Among such injuries are those to the brain, the spinal cord, the air passages, the lungs, ribs, or chest. Furthermore, air passages can be blocked by blood, regurgitated food, or other foreign matter. If a person is unconscious, the base of the tongue falls back and may block the air passage. This condition is often, mistakenly, referred to as a “swallowed tongue.” Actually, the tongue, a large muscle, cannot be “swallowed.” You will see from accompanying illustrations just what happens and how the correct backward tilt of the head will raise the tongue and permit a person to start breathing on his own.

Breathing Difficulty

When a person has stopped breathing, there is no rise and fall of the chest. The lips and the fingernails change from their normal color to a bluish color.

If the victim is breathing with difficulty, there can be gasping, shallow or very irregular chest movement, or there can be wheezing sounds. There may be material in the air passage which is hindering or stopping breathing.

As we have pointed out, when any victim is not getting sufficient air into the lungs or has

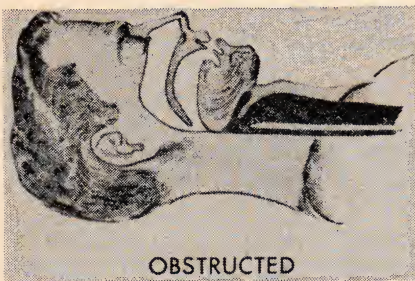
stopped breathing, there is no time to lose. *Artificial respiration must be given at once.* The Mouth-to-Mouth method is the easiest and most efficient means of providing air in breathing emergencies. It can be given to a victim who is sitting up or lying down. The lying-down position is preferred. However, in some accident situations the victim may be pinned in the car, or, because of the type of injuries he has suffered, he cannot be moved without further serious injury to him, and it may be necessary to start artificial respiration before it is possible to place him in a lying-down position.

In this article we will discuss the procedures to help a person who is breathing with difficulty and for one who has stopped breathing. We will assume that the victim is lying on his back.

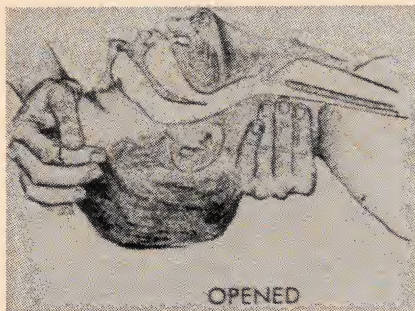
When a Person is not Breathing or Breathing with Difficulty

Your very first action is to create an open air passage.

Tilt the head back as far as possible. Place one hand under the neck, lift up; the heel of the other hand on the forehead, and push down. Perform this with a smooth movement—do not jerk the head into this position. The chin should be elevated. This action moves the base of the tongue forward. Keep the head in this position and spontaneous breathing may resume.



OBSTRUCTED



OPENED

If there is *obvious visible* material in the mouth, clear it by sweeping the mouth with your fingers. Your fingers may be covered with a clean cloth.

If breathing *does not start*, turn the victim on his side, keeping the head tilted to allow fluids to drain freely from his mouth.

If breathing does not start with the above procedure, *start inflating the lungs.*

With the hand on his forehead, pinch the nose to prevent air leakage.

Take a deep breath. *Seal* your mouth around the victim's mouth.

Blow until you see the chest rise.



Raise your mouth and let him exhale.

Continue to blow about every 5 seconds or approximately 12 times a minute.



If Lungs Do Not Inflate or If There is Damage to the Mouth

Close his lips with one hand and blow into his nose. It may be necessary to open the mouth at the end of inflation to allow air to leave the lungs.

If Lungs Still Do Not Inflate

If no air is getting into the lungs



from these efforts, you should suspect that some object is blocking the air passage.

Roll the victim on his side, keeping head and body in line.

Strike the victim between the shoulder blades. This may dislodge foreign material.

Clear the mouth, if necessary, tilt the head and resume blowing.

As soon as the victim is breathing well by himself, turn him on his side so that any fluids can drain freely from his mouth.

Keep the head in the tilted position.

In order to care for or prevent shock, keep the victim lying down and cover him on top and underneath, when possible, to prevent a large loss of body heat. Keep a constant watch for any blocking of the air passage or a second stoppage of breathing. If breathing should stop, continue to breathe for him. In many documented cases, the first aider has continued to breathe for a victim until he has reached the hospital. In all probability, however, this will not be necessary since ambulance personnel or a physician will usually assume this responsibility once such help arrives at the scene.

For Small Children

- Do not over-tilt an infant's head, as it may block the air passage.
- Seal your mouth over *both* the mouth and the nose.
- continue to inflate lungs by blowing gently every 3 seconds—or about 20-25 times a minute. For infants use only puffs, as forceful blowing may damage a baby's lungs.

In Summary—

Stopped breathing or inadequate breathing is a life-threatening emer-

gency requiring immediate first aid. The first few minutes are critical.

Open the air passages for unconscious and non-breathing victims.

- Tilt the head to move the base of the tongue from the back of the throat.

- Clear the mouth if there is obvious, visible material.

- If breathing *starts*, position the person on his side with the head tilted to allow fluids to drain freely and keep the tongue clear.

- When breathing *does not start*, inflate the lungs about 12 times per minute, using the mouth or nose method (blow through both mouth and nose for young children at about 20-25 times per minute).

- If you are unable to inflate the lungs, roll the victim on his side, slap between the shoulders to loosen block-

ing material, then sweep the mouth clear with your fingers, tilt the head, and inflate the lungs.

- When the victim is breathing well by himself, turn him on his side and keep his head tilted.

- Place covering over and under him when possible to prevent a large loss of body heat.

- Continue to watch him, keep his air passage clear, and if breathing should stop, begin again to breathe for him.

We urge that you review the steps we have described above. Persons who have seen this skill administered have often been able to use it to save life. Better still, we earnestly recommend that you take a Red Cross first aid course.

In the next article we will discuss first aid for fractures, burns, and emergency movement of the injured.

As a result, the Post Office has told *Reader's Digest* that its handling of the 8-page advertisement "was inconsistent with the spirit and intent" of postal laws and regulations.

There have also been protests to the Federal Trade Commission that the Pharmaceutical Manufacturers distributed a million copies of the advertising section after having the "Special Advertising Section" label removed from the front page.

Senator Gaylord Nelson (D—Wisc.), chairman of a senate subcommittee which has been investigating drug prices, reported that the FTC is now investigating the matter.

Recent testimony before the Nelson subcommittee has borne out what organized labor has known for years:

That drugs prescribed by their generic names are many times cheaper than drugs prescribed by their brand names.

The next time *Reader's Digest* sets out to discredit organized labor, it might be well to remember that deceitful 8-page "advertising section" disguised as regular magazine comment which shilled brand names for drugs which run the American consumers' medical costs up far more than is necessary.

Wrist Slapping

Reader's Digest Condemned For Advertising Practices

Over the years no publication has been more critical of organized labor than the *Reader's Digest*. Article after article in that publication has shilled for restrictive legislation for labor and article after article has smeared the International Brotherhood of Teamsters and its leadership.

To be in position to lambast organi-

zations representing nearly 20 million Americans, such a publication should be able to present a clean bill for its own ethical standards. Not so, with the *Reader's Digest*, according to recent criticism of the publication by the U. S. Post Office Department.

Specifically, the Post Office Department is upset over *Reader's Digest* attempting to present advertising in a manner to make it appear as editorial comment.

The item in question was a drug advertising section by the Pharmaceutical Manufacturers Association. The advertisement shilled the position of the PMA on brand names and drug prices. It consisted of an 8-page section consisting of four unsigned articles in *Digest* editorial style. The *Digest* labelled the section "Special Advertising Section" on its front page, but not on the succeeding pages.

The Post Office Department has frequently ruled that every page of such an advertising section should make it clear to the reader that it is advertising and not regular reading matter. Furthermore, the Post Office seeks to discourage the use of regular magazine or newspaper format for advertising material.

● Broken Myth

Another myth about labor costs exploded recently when the National Association of Home Builders admitted that:

—From 1944 to 1964, the cost of labor going into a new home dropped from 20 per cent of the sale price to 18 per cent of the sale price.

—The cost of materials dropped during the same period from 45 per cent to 38 per cent of the sale price.

Land costs, expense of the new home sales, etc., increased from 13 to 19 per cent of the cost of the average new home in the same period.

● Dallas Win

A majority of the employees of Morgan Express, Inc., in Dallas, Tex., voted for representation by Teamster Local 745 in a recent election conducted by the National Labor Relations Board.

W. L. Piland, secretary-treasurer of Local 745, said the ballot count was 19 to 13 in favor of the union. Some 45 workers were eligible to vote.

Headlines Never Published

"When a corporation's employees win a wage increase, the moans of its executives and shareholders are quickly echoed by an obliging press. Who has not seen headlines like these: 'Companies Must Make More Profits to Thrive' . . . 'New Wage Increases Lead to Inflation'?"

"It would be quite a switch to pick up our newspapers one day and read something like this for a change: 'Pressure for Dividends Endangers Economy' . . . 'Excessive Dividends Means Inflated Prices'."—The Maritime Co-operator, Dec. 1, 1967.

DRIVE REPORT

NLRB Under Attack

SENATE hearings this month on proposed legislation to abolish or emasculate the National Labor Relations Board will amount to little more than a stacked deck so far as organized labor is concerned.

Sen. James Eastland (D-Miss.), chairman of the Senate Judiciary Committee, made sure there would be an overwhelming anti-union sentiment on the select committee that he named to hold the hearings which were originally scheduled for February but set forward as the year ended.

With one exception, all the subcommittee members have nearly unanimous records of voting "wrong" on bills receiving Teamster Union support during the first session of the 90th Congress.

Eastland himself, on 4 measures of prime interest to the Teamsters, voted against labor every time.

His hand-picked subcommittee chairman, Sen. Sam Ervin (D-N.C.) voted "wrong" twice, including his vote on the compulsory arbitration issue, and "right" twice.

Of the other subcommittee members, Sen. Everett Dirksen (R-Ill.) voted "wrong" all 4 times, so did Sen. Roman Hruska (R-Neb.), and Sen. John McClellan (D-Ark.) voted "wrong" on 3 of the votes. Only Sen. Quentin Burdick (D-N.D.) voted "right" on all 4 bills supported by the Teamsters.

The stated purpose of the NLRB hearing is to "investigate" the manner in which labor laws are being enforced and to determine whether legislation should be enacted to alter the agency's function.

It is noteworthy that 7 Senators and 7 Representatives singly and in groups sponsored the 23 bills aimed at knocking the NLRB out of the box, and their voting record in the first session was strongly anti-labor.

In a total of 25 votes cast on 4 issues supported by the Teamsters, the 7 Senators voted 80 per cent "wrong." In a total of 55 votes cast on 8 issues supported by the Teamsters, the Representatives voted "wrong" nearly 93 per cent of the time.

In Dallas

Local 745 Registers 4100 At 'Texas Style' Barbecue

Teamster Local 745, in Dallas, recently staged a 'Texas Style' voter registration drive at which its DRIVE Ladies Auxiliary registered 4100 new Teamster voters.

Local 745 Secretary-Treasurer Richard Piland had local officers and DRIVE Ladies Auxiliary members sworn as voter registrars, and as the members entered to attend a "king-

sized' barbecue, they were registered to vote.

Piland plans a follow-up program to insure that the newly registered voters are educated on the issues and on the candidates.

It's all part of a master plan by the local union to engineer a massive voter turnout at the next election.



Members of DLA Local 745, Dallas, line registration table where they signed up voters at the local union barbecue.



(Photo above) National DRIVE Director Carlos Moore addresses Local 745 barbecue-voter registration meeting. Seated from left to right, Charles E. Haddock, local union president, and Richard Piland, local union secretary-treasurer. (Photo below) Partial view of the mammoth turnout to the local union DRIVE program.





In Salt Lake City, National DRIVE Ladies Auxiliary President 'Jo' Hoffa is welcomed with DRIVE Director Carlos Moore by Local 222 officials. From left to right, Moore, Grant Haslam, Local 222 recording secretary; Mrs. Hoffa; L. N. Case, 222 secretary-treasurer; Mrs. Case; Mrs. Haslam; and Vern Cameron, 222 president.



Mrs. Hoffa and Mrs. Velma Blevins, president of Teamster DRIVE Ladies Auxiliary 222, in Salt Lake City, discuss voter registration and labor participation in politics.

'Jo' Hoffa Criss-Crosses Country

DRIVE Ladies Auxiliary National President Josephine Hoffa has been criss-crossing the country urging greater activity by DRIVE chapters and assisting in voter registration programs.

Her most recent trips have taken her to Salt Lake City, Utah; Greensboro, North Carolina; and St. Paul, Minnesota.

Don Erickson, president of Joint Council 34, presents a memento to 'Jo' Hoffa in appreciation for her efforts and devotion to Teamster political action at Local 120 banquet.



In Salt Lake City, Mrs. Hoffa launched an all-out DLA campaign to register voters. 'Jo' emphasized the importance of the forthcoming national elections, and specifically underlined the job ahead for Utah unionists where Senator Bennett, with an anti-labor record, is already campaigning for reelection.

At the annual steward-wives ban-

quet in St. Paul, Mrs. Hoffa presented 100 per cent DRIVE shop awards, and was a surprise guest of Local 970's annual wive-steward's banquet.

She also visited with Local 541, in Minneapolis, at the local union's Christmas get-together where she was the guest of Secretary-Treasurer Fred Snyder.

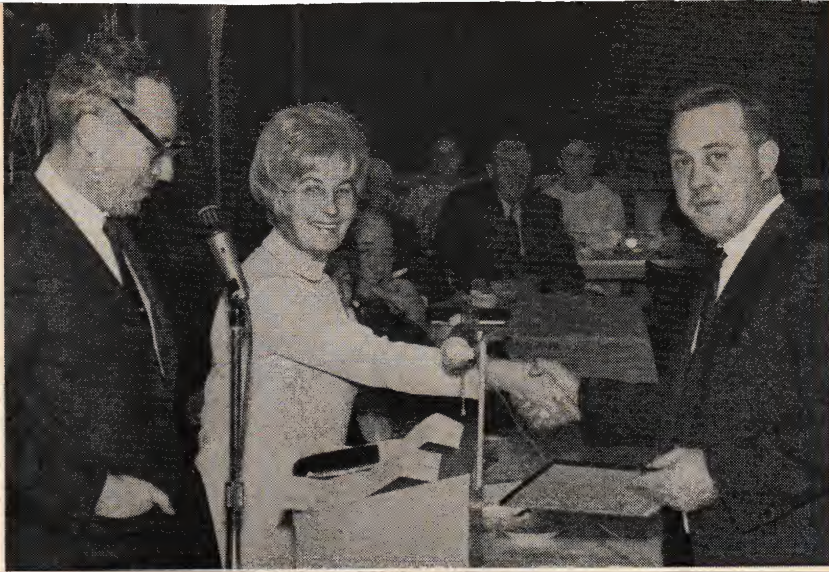


Photo above, Ladies of DRIVE Auxiliary in St. Paul gather with their National President 'Jo' Hoffa. In photo below, Iris Berg Minnesota DRIVE director (left), Mrs. Hoffa, and Elenore Youngman, discuss effective methods of encouraging voter registration among the membership.





Local 222 Secretary-Treasurer L. N. Case, DRIVE Director Carlos Moore, and Louis A. Goss, DRIVE representative talk over the national political scene during Jo Hoffa visit to Local 222.



In St. Paul, Mrs. Hoffa presented 100 per cent DRIVE shop awards to Local 120 stewards at banquet. Solly Robbins, Joint Council 34 counsel, (left) was master of ceremonies.

Urging Teamster Voter Registration

Throughout her travels on behalf of DRIVE, Mrs. Hoffa symbolizes the wife behind the Teamster, urging working men and women to exercise their right to vote and their right to select the candidates who run for public office.

Mrs. Hoffa attended a banquet in her honor where she had the opportunity to meet with most Teamster offi-

cials and their wives. While in Salt Lake City, she attended the telecast of the Mormon Tabernacle Choir.

During her stay, she was the guest of Local 222 and Secretary-treasurer L. N. Case.

In Greensboro, Mrs. Hoffa was the guest of Local 391 at the local's annual stewards' banquet. Here, too, the DLA president stressed the importance

of voter registration and Teamster participation in the DRIVE program.

In St. Paul, 'Jo' Hoffa was the guest of honor at a reception held at Local 120 where she met with members of Joint Council 34 and their wives and discussed voter registration and Teamster participation in the political process.

In Greensboro, North Carolina, 'Jo' Hoffa is greeted by members of the DLA. With her is Stan Willard, president of Local 391.



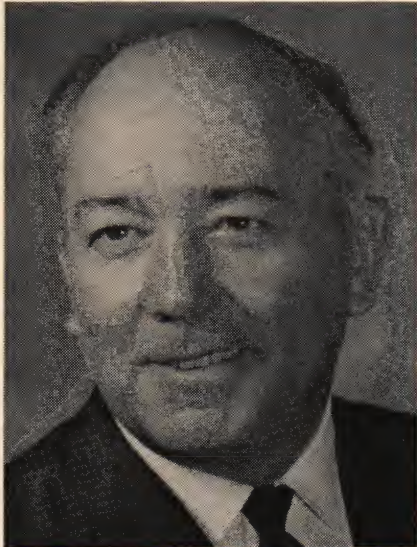
Photo above, left to right, Al Edwall, DRIVE legislative representative; 'Jo' Hoffa; John Greeley, International Representative; talk with the rank-and-file following successful DRIVE meeting in Greensboro. Photo below, DLA members welcome 'Jo' Hoffa to DRIVE session in their city.



Teamster Named

Pittsburgh Officer Elected Delegate To State Constitutional Convention

Thomas L. Fagan, president of Teamster Local 249 in Pittsburgh, recently was elected as a delegate to



Thomas L. Fagan

the upcoming Pennsylvania State Constitutional Convention.

Fagan's total vote of 41,646 lead the Democratic ticket in his district. He was the only representative of organized labor to be selected by the voters as a delegate.

Fagan ran on a platform of favoring reapportionment of the state legislature based on the census count. He also favored local autonomy in taxation and finance and told the voters that he felt tax exemptions of real estate should be restricted to reasonable limits. He also declared that judges should be elected rather than appointed, and that local government should be subject to revision wherever improvements could be effected.

Besides his work as a Teamster officer, the 50-year-old Fagan is a member of the board of trustees of the Community College of Allegheny County and a member of the Better Traffic Committee of Pittsburgh.

He has served as a trustee on the board of the Teamsters and Motor Carriers Pension Fund and also as a trustee of the Teamsters and Motor Carriers Health and Welfare Fund.

Wins State Seat



Herb Heilmann (center), secretary-treasurer of Teamster Joint Council 73 in New Jersey, was all smiles after winning election to the New Jersey State Assembly. Sharing the good news with him are his running-mate, Herbert Kiehn, also elected to the assembly, and his 9-year-old granddaughter, Alison.

A veteran of World War II, Fagan is married and has 3 children. He belongs to numerous veterans and fraternal organizations.

● Bridge Safety

President Johnson's task force on bridge safety established following the tragic bridge collapse at Point Pleasant, W.Va., was placed under the direction of Transportation Secretary Alan S. Boyd.

Among the task force's objectives, said Boyd, was that of making "an analysis of what procedures and standards are used to insure the safety of other bridges throughout the country, and development of recommendations to insure the safety of the public."

Victory for Union Democracy



In no small measure, the ladies of Joint Council 92's DRIVE Ladies Auxiliary contributed to the unsuccessful effort of the National 'Right-to-Work' Committee to obtain enough signatures to put the compulsory open shop measure on the Oklahoma ballot. The ladies took the true story of compulsory open shop to the Oklahoma electorate. From left to right, standing: Frances Hanshue, Rayma Bayle, Mary Kay Anderson, Lisa Cross, Opal Wright, Betty Perkins, Charlie Murphy, Johnnie Martin, Virginia Dicus, Wanda Laucke, Kay Hemmer, Rita Peterman, Evelyn Stuart, Roroth Elston, Mary Richardson, Beverly Clare. Left to right, seated, Jean Schwab, Mae Davis, Melba Clark, Billie Miller, Marge Harris, and Jenny Knapp.

Governor Reappoints Teamster

General Organizer Frank Ranney recently was reappointed to the Coordinating Committee for Higher Education for the State of Wisconsin by Gov. Warren Knowles.

The appointment, good for an 8-year term, was promptly confirmed by the state senate. The committee makes recommendations and develops policies regarding public education.

Ranney is secretary-treasurer of Teamster Joint Council 39 in Wisconsin and also is secretary-treasurer of Teamster Local 200 in Milwaukee.

**For
Your**

Information

● 1 of Every 6

One of every 6 workers eligible to vote in units won by all unions in National Labor Relations Board single-union representation elections during last October voted for Teamsters Union affiliation.

NLRB statistics show that 14,309 workers were gained in all the victorious single-union ballots. Of the total, 2,433—or better than 17 per cent—voted Teamster.

Teamsters dominated the other figures also in single-union balloting, taking part in 187 (29 per cent) of 631 elections and winning 105 (30 per cent) of the 345 elections won by all unions.

● If Peace Breaks Out?

"What Happens If Peace Breaks Out?" That eye-catching title appeared in an advertisement by a firm of stockbrokers when the stock market average dipped 12 points because of a 'peace scare.'

The brokers chided investors for rushing to sell because peace prospects momentarily brightened. Said the brokers: "We believe peace would mean our country could put its industrial and technological strength to work more constructively for the good of man."

This theory about economics and peace is proved in the recent history of West Germany and Japan. Defeated in war, and with neither permitted to turn its resources to acquiring arms or building up an armed force, both countries experienced miraculous recoveries.

● Auto Insurance 'Code'

After decades of selling auto insurance—and faced with embarrassing public exposure of their high profit rates—the nation's auto insurers have come up with a "code of ethics" to sooth critics.

Vestal Lemmon, president of the National Association of Independent Insurers, a trade group representing 350 insurance companies, announced the "code" intended to answer complaints that insurers discriminate on the basis of age, race, occupation, and so forth.

Asked if he would favor federal or state laws banning possible discrimination against some drivers by insurance companies, Lemmon said the new NAI "code" removes the need for any such laws.

● Stevens Set Down

The Supreme Court has denied a hearing to J. P. Stevens & Co., anti-union textile manufacturer of the Carolinas, which has been fighting reinstatement of

71 workers held to have been illegally discharged for union activity.

The action left standing a ruling by the 2nd U.S. Circuit Court of Appeals against the company last July. The company must now give the 71 workers their jobs back and comply with a wide-ranging decree designed to counteract labor practices found unfair by the National Labor Relations Board.

Stevens, considered the second largest textile manufacturers in the world, has 50 plants with 30,000 employees.

● Teachers Gain New Ally

Long tuned in only to the needs of education administrators and now faced with increasing losses of membership to the American Federation of Teachers AFL-CIO, the National Education Association has begun to express concern about teachers' salaries.

Dr. Sam M. Lambert, the new executive secretary of the NEA, vowed recently to "rock the boat" around the nation to obtain sharp increases in teacher pay.

He said: "We are going to help teachers get what we and they know teachers deserve, and we are not going to lose any sleep over what anybody says about it."

● Foreign Renumeration

Italian law requires that wages and salaries be increased with rises in the cost-of-living index. Similarly, laws in Belgium, France and Luxembourg also require index-related wage increases for hourly employees.

Belgium also legislates vacation bonuses for both hourly and salaried workers. Most so-called Common Market countries in Europe legislate old age, disability, death, medical, unemployment, family allowances, and accident insurance benefits for their citizens.

● Social Security is Sound

Hundreds of members of the National Council of Senior Citizens recently picketed offices of the *Readers Digest* to protest a fear-smear article published in the magazine, entitled, "How Secure is Your Social Security?"

The article tried to make it appear that the Social Security system is financially unsound and that many elderly people may never collect the benefits due them.

John Edelman, president of the NCSC, declared

the *Digest* charges were untrue. He said: "The Social Security system is sound. All present and future beneficiaries will collect all benefits due them under the law."

Fortune, plush business magazine, reported in its December issue that far from being financially shaky, the Social Security system takes in too much money—not too little.

● Postal Savings

The U.S. is having trouble closing out the old Postal Savings System which was abolished last June—nearly \$38 million in deposits remain unclaimed.

The money has been turned over to the Treasury, but that agency is finding it difficult to locate depositors or rightful heirs of which more than 500,000 are "missing."

The Postal Savings System was established in 1910 when confidence in commercial banks was small and facilities for saving were lacking in many small communities.

● Spanish Strikes Illegal

Spain's Supreme Court in a recent decision ruled that all labor strikes in that country are illegal "in principle."

In ruling that strikes were not a valid legal concept under Spanish statutory law, the court altered a generally accepted interpretation of the penal code that economically motivated strikes were, in effect, legally permissible.

The decision defined a legal "labor conflict" as a difference between employers and workers that must be settled through legally prescribed procedures leading to binding government arbitration.

● Med Students Dissent

Medical students in Chicago recently disassociated themselves from the American Medical Association's position that health care is a privilege rather than a right.

The view came from the Student Health Organization representing 5,000 medical, dental, and nursing students on 13 campuses in Chicago.

Spokesmen for the group said comprehensive health care is "the right of every citizen," and described the concept as "basic to a democratic society and to the humanist tradition in medicine."

● Wage-Price Controls

Federal officials say that wage-price controls are not in prospect except as "tools of last resort" because they are not good methods of dealing with economic ills.

Leonard A. Skubal, chief of the Economic Stabilization Division of the Office of Emergency Planning, replied recently to an inquiry about controls that the government does not have any single prescribed blueprint to meet each and every possible contingency.

He said there are a number of alternative programs—now undergoing revision in recognition of changing conditions—considered as offering "wide flexibility to meet a number possible situations."

● Cowboy Shortage

One seldom sees the television cowboy shoveling manure, says an Arizona rancher lamenting the shortage of cowboys—"and that's part of the work-a-day business of the cowhand on a ranch."

A Florida rancher, whose opinion of those who do janitorial work isn't much, lamented, "How can we compete with unions at Cape Kennedy where the damn janitor makes \$3 an hour?"

Trying to fill the gap between the older cowhands who are quitting and a younger generation which prefers \$3 an hour pushing a broom, ranchers are trying helicopters to drive cattle at roundup time. It beats the \$70 a week, plus house and horse which is offered out on the range.

● Computer Outlook

Maryland University researchers are using a computerized model of the economy to make predictions about economic changes in the United States in the next few years.

The computer, for example, predicts that the U.S. Gross National Product increase—which averaged 5.4 per cent annually between 1961 and 1966—will slow to an average growth of only 3.8 per cent between 1966 and 1972.

Among the computer's predictions is that there will be massive increases in consumer spending for houses and the furniture and appliances with which to fill them.

● Charting Speed

An Illinois congressman has introduced a bill that would require all trucks and buses operating in Interstate Commerce Commission jurisdiction to be equipped with recording devices to provide a permanent record of the vehicles' speed.

Rep. Paul Findley said the device required by his measure would have to be able to chart the "speed in miles per hour, distance traveled, non-operating time of the vehicle, and the number and duration of stops with respect to time."

● Pennsylvania Tax Boost

Pennsylvania wage earners got a jolt for Christmas when the state legislature raised the state sales tax from 5 to 6 per cent—making it the highest sales tax in the nation.

The additional 1 per cent is expected to bring another \$65 million into the state's treasury annually. Needless to say, consumer groups and organized labor opposed the tax increase.

● Almanac Political Forecast

The original Old Moore's Almanac came out in London, England, with its usual "fearless forecasts" including the following:

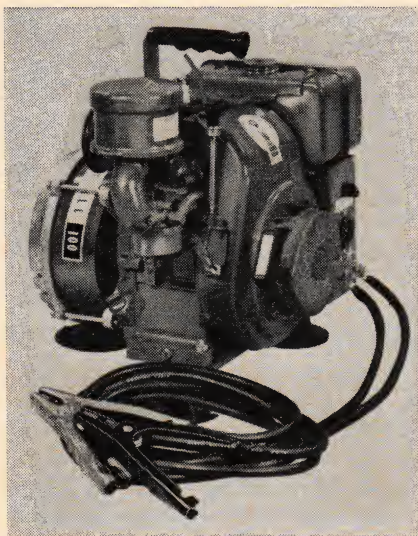
—For November, 1968, "In the U.S.A., the presidential election draws to its climax with the odds in favor of a Republican victory."

—For December, 1968, "The new American President will sponsor legislation to drastically curtail overseas expenditures and to bring certain military operations to a speedy end."

WHAT'S NEW?

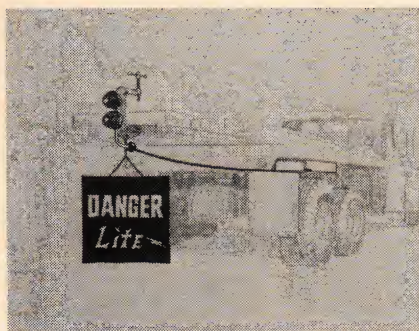
Portable Generator

In addition to its starting and charging features, this all-new portable unit is a source of 110 volt DC power for running lights and power tools. The unit utilizes the alternator principle involving only one moving part. It's completely automatic, safe, and fool-proof. Weighing only 45 pounds, the unit can be used by service stations,



motels, truck terminals, parking ramps, airports, marinas, contractors, farmers, campers, etc.

Overhanging Load Light



This new light comes in a complete kit for identification of overhanging loads, and is said to meet all state and ICC regulations. The kit includes a truck-mounted, weather-protected heavy metal container for storing the

light and flag when not in use; a 17½ x 18" bright red flag, two red danger lights, a "C" clamp for attaching the lights and the flag to the end of the load, and 17½ feet retractable cord. The kit may be mounted horizontally or vertically, and needs only one electrical connection.

Station Wagon Loader

A new loading device for station wagons is now on the market.

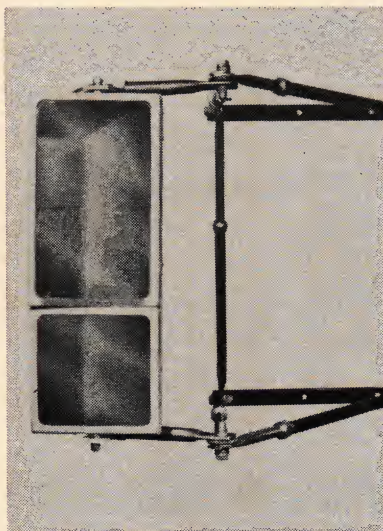
Made completely of wood, it glides out of the wagon on two specially designed runners that have a non-friction plastic mounted in them. The platform has a retaining rail on all four sides and weighs only 35 lbs. When installed, it is only 2½" high.

The device installs in a matter of minutes, using a 3/16" drill. You simply drill two 3/16" holes in the floor of the wagon and place steel pins supplied on the runners in the holes.

Because of its unique method of installation it can be removed in 30 seconds. Suggested retail price is around \$50.00.



Combination Mirror



A new mirror assembly with exclusive fold-in bracket has been introduced.

These mirrors have the basic and only patent for this type mirror. The convex mirror provides a non-distorted view of the blind area, and is optically aligned with the flat mirror. Danger area is defined and the mirrors are pre-focused. A slight over-lap of the views is mechanically built in for continuous view.

5/8" Spark Plug Socket

A new 5/8" Spark Plug Socket, to meet the service requirements of 1967 Buicks and various outboard applications now using the smaller size plugs has been put on the market. Industry information indicates these plugs are in wider use on 1968 models. The Socket is available with 3/8" square drive or 1/2" square drive; both sizes also usable with a 3/4" flat wrench. A form-fitted rubber insert grips the plug for easy removal or installation and protects against porcelain cracking.

Spray Lubricant/Protector

A new spray lubricant on the market is reported by the manufacturer to serve a variety of jobs around an automotive or other shop. The liquid, which comes in a convenient spray can, absorbs moisture rapidly, hence may be used to dry out wet wiring.

It also serves to protect materials from corrosion under tough conditions, and acts as a lubricant as well. It has been used to loosen nuts and bolts, keep bright work shiny, and even lubricating balky valve lifters. The spray material is retailing for about \$1.00 for a 5-oz. can.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



LAUGH LOAD

Right Side

Two chorus girls were having tea together.

"Do you know," said one, "when the manager asked me my age, I couldn't for the life of me remember whether I was 27 or 28."

"And what did you say?"

"Oh, I split the difference and said 26."

Another Kiss-off?

"I'm going to kiss you when we get to the next corner."

"Don't you think that's going too far?"

Two Sides

"My wife always agrees there's two sides to a question—hers and the wrong one."

That'll Hold 'Im

Hoping to get a rise out of the farmer working in a field, a city smarty called:

"Hey, Rube, did you see a wagon load of monkeys go by here?"

"No," replied the farmer, "did you fall off?"

Yonder He Goes

This man was baldheaded except for a little fringe around his ears. As he was scratching his head furiously, a little boy said, "Mister, you'll never catch him in there, chase him out in the open."

Arty Definition

Did you hear about the man who called his wife, Mona Lisa? For the least little thing, Lisa would moan.

Anudder Sputternick?

Two drunks were staggering across the Mall in the Nation's Capital as an oil fire developed in the elevator pit of the Washington Monument. Dense black smoke billowed from the base of the big shaft.

One drunk, noticing the smoke, nudged the other and muttered:

"Five'll get ya twenny the thing won't get offa the groun'!"

All Worry

"During the last few years my health has been ruined by worry."

"Worry about what?"

"About my health."

Slight Mistake

"Why don't you want to serve on the jury in this court?" snapped the judge to the taxpayer.

"Well, sir, one look at that man convinces me that he is guilty."

"Sh-h-h!" the judge whispered, "that's not the defendant, that's the prosecutor!"

Good Book

The clerk at the bookshop told a student, "Here's a book that will do half your work for you."

"Great," said the student. "Give me two of them."

Collaboration

Teacher: "This essay on 'My Mother' is just the same as your brother's."

Johnny: "Sure! We have the same mother."

His Last Word

"Grant me one last request," pleaded the dying man to his wife.

"Of course, Bill," she said softly.

"Six months after I die," he went on, "I want you to marry Joe."

"Joe! But I thought you hated that man."

"Exactly," he said, and passed away.

Awkward Age

"How old are you, Bobby?" asked the visitor.

"Oh, I'm just at that awkward age."

"Really," said the visitor. "And just what do you consider the awkward age?"

"Well," said Bobby. "I'm too old to cry and too young to cuss."

Do-It-Yourself

It was lunchtime. The elderly worker opened his lunchbox, looked in, and growled: "Cheese sandwiches! Cheese sandwiches! Always cheese sandwiches!"

"Why don't you ask your wife to make some other kind?" asked a fellow worker.

"Wife? Who's married? I make these myself."

Devilish

The devil was forever challenging St. Peter to a game of baseball, but St. Peter would never take him up. Finally, the Cubs, the Giants and the Yanks all went to Heaven. So, of course, St. Peter called up the devil.

"Now we'll play you that game of ball," he chuckled.

"You'll lose," said the devil. "You'll lose."

"What makes you so sure?" asked St. Peter.

"Because we've got all the umpires down here."

Fractured Ethics

"What is ethics? Well, I will show you. Suppose a lady comes into the store, buys a lot of goods and pays me ten dollars too much when she goes out. Then ethics comes in. Should I or should I not tell my partner?"

Nature Study

"You can hold a crocodile's mouth closed with one hand," declares a naturalist. . . . Then all you would have to do would be to maintain the status quo until one of you starved to death.

FIFTY YEARS AGO

in Our Magazine



VOL. XV

(From the January, 1918 issue of the TEAMSTER)

Number 1

Wilson Addresses AFL Convention

Holds Labor in High Esteem, Asks For Support, Cooperation, Unity

THE Thirty-seventh annual convention of the American Federation of Labor opened in Buffalo, N. Y., on Monday, November 12.

After the delegates had marched to the hall from the hotel in a body, the first great address of the convention was delivered by the President of the United States, the Honorable Woodrow Wilson. This is the first time in the history of the labor movement that the President of the United States addressed a convention of trade unionists. Our membership will understand the importance of labor and trade unions when the President makes a special trip from Washington to Buffalo to address the men of labor.

The President of your International Union was selected by President Gompers to be one of a committee of three to escort the President of the United States from his special car at the station to the convention hall, remain with him on the platform until he had delivered his address and escort him back to his private car when he had finished his address.

It is impossible to picture here the impressive feeling of the delegates to the convention when listening to the address of President Wilson. Although you may have read in the newspapers the address made by President Wilson, you would have to be there and listen to him delivering same in order to thoroughly appreciate the feeling that existed. Every word he uttered was full of determination and feeling. His sentiments towards Labor were

expressed in such strong language that there cannot be any mistake or misunderstanding in the future as to the position of our government towards the workers of the nation. The trade union movement has a very high place in the estimation of President Wilson. The American Federation of Labor and its policies has been described by him as the highest institution of working people in the world. His message to the toilers of the nation, conveyed in his address to the convention, is a message of hope, a message asking for co-operation, and unity, and trust, in both himself and the government.

To one who sat beside him during the delivery of his address the thought came that the President would liked to have said much more than he did say, although he said enough to convince us that he was our friend; that he believed in the justice of our cause, and that he would do everything in his power to help us in the future. Nothing could be any plainer or clearer than the following statement made by President Wilson:

"I believe that I am speaking from my own experience not only, but from the experience of others when I say that you are reasonable in a larger number of cases than the capitalists," and then he went on

to say: "A settlement is never impossible when both sides want to do the square and right thing."

His words filled every delegate with new life and new determination to leave the convention determined to work for the salvation of our country by putting into effect, if possible, the advice contained in the address of the President.

The next speaker to address the convention was Governor Whitman of New York, who made a splendid talk to the delegation—one to be remembered and appreciated, clearly defining his position toward Labor.

There were several local representatives who addressed the convention. Mr. Gompers also introduced Mr. Carleton E. Chase, president of the New York Manufacturers' Association, who said: "It is a privilege to be here and to be given an opportunity to say a few words to you," and went on to say: "By discussing our ideas we may discover that we have more in common than we realize, and we may learn to have more respect for one another, even if we do not always agree."

A telegram was received from W. B. Wilson, Secretary of Labor, who for several years was an officer of the miners' union. The telegram was sent from San Francisco and expressed his regret at not being able to attend the convention and conveyed to the convention his best wishes and profound faith in the labor movement.

There were seated in the convention 429 delegates, representing ninety-nine interna-

tional and national unions, twenty-six State branches and eighty-three central bodies, forty-six trade and federal unions, two fraternal delegates from the British Trades Union Congress, Mr. John Hill and Mr. Arthur Hayday, and one delegate from the Canadian Trades and Labor Congress, Mr. William Lodge.

The total vote of the convention was about 24,000, our International having the largest vote that it ever had in any convention of the American Federation of Labor — 703 votes.

After the committee on credentials reported the convention adjourned until the following day.

Each day of the convention was marked with discussions on important subjects dealing with matters pertaining to our country and especially dealing with the war. The actions and expressions of the Executive Council were endorsed by the convention.

Labor's action in condemning the injunction process in strike times was reaffirmed. An International charter was granted to the municipal firemen. Your delegates made a slight protest against the issuance of this charter before the committee, but we afterward decided that it would be entirely unreasonable to oppose the issuance of the charter to the firemen. We believed that splitting up those men into different classes would materially affect the welfare of their organization, and after talking over the situation among ourselves we decided to allow the issuance of the charter.



**This is the Time
for children . . .**

**Make Sure it's a
Good Time!**

Please
DRIVE CAREFULLY

